# INCREMENTAL PROCESS LESSON PLAN

**Overview:**

This lesson plan will challenge participants to understand that learning how to interact with individuals who are different from them is a skill that is developed gradually over time. They will first watch a video that depicts an individual who "puts her foot in her mouth" and says something offensive to her friends. Then, they will discuss that video using talking points linked on the following page.

**Background and Information:**

This activity was created by the Division of Diversity and Inclusion at Purdue University for the Boiler Inclusion Project (see citation below).

**Objectives:**

As a result of this activity, participants will be able to:

1. Recognize that learning how to interact with individuals who are different from them is an incremental process.
2. Develop strategies for learning from past mistakes.

**Time:**

30 minutes

**Group Size:**

Entire group

**Materials:**

The video and talking points (both in Links)

**Intercultural Development Continuum Stages:**

- Denial
- Polarization
- Minimization
- Acceptance

**AAC&U Intercultural Knowledge and Competence Goals:**

Cultural Self-Awareness:

- To articulate insights into own cultural rules and biases (e.g., seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description).

Openness:

- To initiate and develop interactions with culturally different others.
- To suspend judgment in valuing interactions with culturally different others.

Boiler Inclusion Project. (2017). *Incremental process*. Division of Diversity and Inclusion. https://www.purdue.edu/diversity-inclusion/dta_projects/resources/index.html

Verbal and Nonverbal Communication:

- To articulate a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings).
- To skillfully negotiate a shared understanding based on these differences.

Empathy

- To interpret intercultural experience from the perspectives of own and more than one worldview.
- To demonstrate ability to act in a supportive manner that recognizes the feelings of another cultural group

**Other Skills:**

Friendship; Diversity, Equity, and Inclusion; Emotional Resilience

**Links to Activity Resources:**

- Incremental Process video
- Incremental Process talking points

**Related Tools:**

*Tools to use in conjunction with this lesson:*

- Confrontation and Dialoguing
- First Impressions Video
- Implicit Bias and Self-Regulation
- Things People Say (Common Stereotypes)