**LDR 810-42**

**Cross-Cultural Dynamics**

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**Assignment #1 – Core Essential Elements**

**1. Select One (1) Core Essential Element from the Syllabus Outline:**

**a. Create a 350-word original discussion paper (with cited sources) during the first**

**week of the term. Post this document in DIAL.**

**b. Professor will check for quality of content and word-count requirements. Grade**

**assigned will be Credit or No Credit (CR/NC).**

**Introduction/Thesis:**

Cross-cultural dynamics are in full effect nowadays due to the diversity of communities, which influences nearly every aspect of society, including, but not limited to, religion, education, and the workplace.

As said by Dichek et al. (2021). “High-quality interaction on a personal, educational, and professional level is possible in today’s world only through enhanced cultural exchange. It is based on the principles of intercultural tolerance and mutual enrichment” (p. 210). I concur with Dichek’s statement that, in today’s world, understanding and tolerance are pivotal to sharing human space in current societies. Diversity, more than ever, is a prominent feature throughout every aspect of modern society. There was a time when people shared the same views, ideas, and language at church, schools, and the workplace. Today, due to the diverse communities in America, different cultural beliefs (worldviews) have infiltrated nearly all facets and institutions, making tolerance, acceptance, and understanding others and their differences commonplace.

**Cross-cultural dynamics and religion:**

When it comes to religion, although I am a devout Christian, I still respect and love other people who may not share my values. Furthermore, I will never denounce or deny my Lord and Savior while at the same time respecting non-Christians' right to worship according to their own belief and desires.

When considering cross-cultural dynamics and tolerance, my ultimate belief is grounded in John 14:6, where Jesus says, “I am the way, the truth, and the life; no one comes to the Father except through me.” Moreover, if people are respectful, tolerant, and considerate of others, they should be able to practice their faith per their beliefs (Burley, 2020).

**Cross-cultural dynamics and education:**

When discussing education, it is essential to have a learning environment that is specifically designed to meet the needs of students. I reside in Southern California, and some of our schools are located near the Mexican border. In many cases, 99% of the residents are of Mexican descent, with Spanish being the primary language spoken. In addressing the language barrier, many schools in my area have gradually adapted to the need for practical bilingual classes, replacing English-only instruction, which was setting Spanish-speaking students up for failure. Although we live in America and the primary language is English, we should be sensitive to the fact that other cultures are amongst us and that we need to build a bridge to connect with them as we slowly integrate them into our language, educational systems, and cultural values while being tolerant and understanding of theirs.

In working with the Spanish-speaking population, the school district recognized that efforts had to extend beyond simply acknowledging cultural differences to actively incorporating them into curriculum design, teaching methodologies, and learning materials. By doing so, they were able to promote equity, foster cross-cultural understanding, and enhance learning outcomes for all students (Akintayo et al., 2024).

**Cross-Cultural dynamics and the workplace:**

In my organization, which comprises of more than 100 people during peak season, we have a diverse group of volunteers, supporters, board members, community partners, and staff members all working together to advance our mission. Our workforce is dynamic and diverse. The term "workforce diversity" was coined in the 1990s. Used to describe the differences that exist between people at work, labor statistics and other data show that workforces have been, and continue to be, more heterogeneous (Roberson, 2019, Introduction). Nearly all workforces are diverse nowadays, as the United States has a highly diverse working population; therefore, cultural awareness and acceptance are imperative.

**Conclusion:**

Cross-cultural dynamics are in full effect nowadays due to the diversity of communities, which influences nearly every aspect of society, including, but not limited to, church, work, and education. The diversity of our Country adds to making us rich, unique, and a leader of the free world.

**References**

Akintayo, O. T., Eden, C. A., Ayeni, O. O., & Onyebuchi, N. C. (2024). Cross-cultural instructional design: A framework for multilingual and interdisciplinary education. *International Journal of Applied Research in Social Sciences*, *6*(5), 785-800.

Burley, M. (2020). *A radical pluralist philosophy of religion: Cross-cultural, multireligious, interdisciplinary*. Bloomsbury Publishing.

Dichek, N. P., Kopotun, I. M., Shevchenko, S. M., Antonets, N. B., & Pohribna, D. V. (2021). Implementation of the cross-cultural approach in the modern school. *International Journal of Learning, Teaching and Educational Research*, *20*(4), 210-244.

Roberson, Q. M. (2019). Diversity in the workplace: A review, synthesis, and future research agenda. *Annual review of organizational psychology and organizational behavior*, *6*(1), 69-88.