Marvin Beard, OL 704 – Human Relations in a Pluralistic Society. Assignment #1, Spring 2025, 02/01/2025

Human Relations in a Pluralistic Society

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Marvin Beard, OL 704 – Human Relations in a Pluralistic Society, Assignment #1, Spring 2025, 02/02/2025

Assignment #1 – Exercise Submission

1. For each of the following prompts, write a thorough response (2-3 well-developed paragraphs each with 3 to 4 sentences minimum per paragraph) and cite at least one scholarly source (per prompt) to support your answer.

a. Briefly describe why human relation skills are needed for multicultural diversity and inclusion in a pluralistic society.

b. Discuss why understanding your cultural identity is so important?

c. What does it mean to have transcultural competence?

d. Why are situational awareness, context, and unintended consequences important for leaders to take into account?

e. Describe the four-step cultural differences process listed in the course outline number 3 and give an example of each.

f. Describe a cultural dilemma you have experienced or witnessed and identify two areas where cultural knowledge that is different than your own is needed.

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Human relation skills are needed for multicultural diversity and

inclusion in a society because in a pluralistic society they enable individuals

to navigate cultural differences, foster mutual respect, and build inclusive

communities. Some reasons that human relations skills are essential are to:

promote effective communication, reduce conflict and misunderstanding.

Also, human relation skills among people encourage collaboration and

Teamwork, fosters social cohesion, enhances adaptability and culture

competence.

There are six sources that influence human relations. The sources are:

1. Personal Motivation, which is an individual drive to engage with diverse cultures.
2. Personal Ability are skills needed to interact effectively.
3. Social Motivation, the influence of peers and social norms.
4. Social Ability, the group capacity to adapt and learn.
5. Structural Motivation is an institutional incentive for inclusivity.
6. Structural Ability is the systemic support for cross-cultural interactions.

Understanding your cultural identity is important because it

encourages individuals to retain and express their cultural heritage. It helps

the individual with a feeling of belonging to a group based on its cultural

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elements. Understanding your cultural identity helps one living in a

Pluralistic Society where multiple cultural, ethnic, and religious groups

coexist while maintaining their distinct identities. Knowing one’s cultural

Identity contributes to the social fabric of society, commitment to

tolerance, diversity, and equal rights.

Transcultural competence means having the ability to interact, work,

and communicate in diverse cultures effectively. Transcultural competence is

understanding the difficulty of diverse cultures. It is being respectful.

and having empathy towards other cultures’ differences. Having knowledge

of the values, practices, and traditions of the culture. Given a situation, one

knows how to adjust behavior and communication to understand differences

and similarities.

You do not have to be from a different culture to understand them.

Transcultural competence helps individuals to realize how similar their

culture is to others. If you are willing to share your experiences with

someone different than you, you will find out the similarities that we share

with one another. Then you can empathize, be sensitive and

understand that we are not that different from one another.

It is important for leaders to take into account situational awareness, context, and

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unintended consequences because they have a direct impact on decision making, problem

solving and outcomes. Situation awareness is understanding the current situation. The

environment, those being affected and available resources, enable leaders to make informed

decisions. Leaders can adjust plans and strategies in response to changing circumstances.

Understanding context helps leaders understand social, cultural, and historical issues

that influences decision making. Considering unintended consequences allow leaders to

prepare for outcomes that may not be immediately apparent. It allows leaders to mitigate, and

develop strategies to minimize their impact.

The four-step cultural difference process includes:

1. Recognition, recognize that there are differences among cultures. The differences impact on

how we interact with one another.

2. Respect the cultural traditions of other cultures. Do not make assumptions or stereotypes.

Be open to learn about and celebrate with other cultures.

3. Reconciliation, learn to be a bridge builder in other cultures. Find similarities instead of

differences.

4. Realization, understand that we are better together, “that two are better than one.” Began to

realize that cultural differences are a strength, not a weakness. We can build better

relationships, better our communities, states, and nation with people from diverse

backgrounds.

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I remember my first International Mission Trip to Gana, East Africa. The cultural

dilemmas I experienced were twofold. One I was in Africa for the first time in my life. And two

I would be ministering to Muslims. This was a 14-day mission trip. The first cultural difference

I realized was African time was different than Westerner’s time. When we say 8:30 am departure

time in Africa this could be 10:30 - 11:00 am departure time.

In the United States evangelism was so much different than in East Africa, in a Muslim

township. First, we had to obtain permission from the Village Elders to perform ministry. The

village’s name is Walewale. The cultural difference in ministering to Muslims were the

scriptures used. Muslims in Walewale were only formular with Old Testament scriptures

(Isaiah, Psalms, etc.). They were not formular with the New Testament scriptures used in the

States when doing evangelism. This was a huge cultural difference for me, having only

performed evangelism in the United States. Another difference was the dress code required for

men and women. To respect the culture in Walewale, no short pants could be warned. Women

were required to wear long dresses or skirts below the knees. No jewelry could be warned,

except exceedingly small earrings, and no make-up. These cultural differences had to be learned

going to East Africa to perform missions.

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