

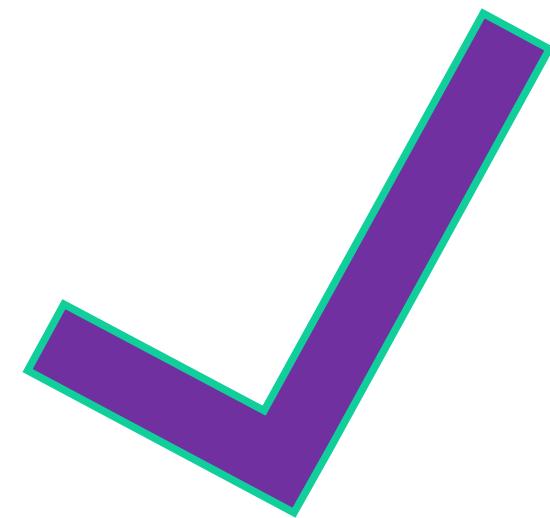
# NCDA INTERCULTURALISM WORKGROUP PRESENTATION FOR ATLANTA CONFERENCE 2025

IN ALPHABETICAL ORDER:

EMAD HELMY (EGYPT), SUJATA IVES (GROUP LEADER, INDIA), SEYGBAI KAI, LARRY NELSON-GUILLEN, MIWA OMORI (JAPAN), SONJA ROBINSON (JAMAICA)

AND

THE FABULOUS DR. COURTNEY WARNSMAN



This was Marty's slide from our recent Town Hall



UNCERTAINTY

NCDA

Our Interculturalism Working Group is able to change this  
word to Certainty!

# HOW DID THE INTERCULTURALISM WORKGROUP COME ABOUT?

- 1. 2024. A call to action was put out by Courtney Warnsman from the Private Practice Constituency to illicit volunteers for this initiative. Fall of 2024.
  - This initiative came about from the NCDA 2023 Leadership Academy survey results.
- 2. Dr. Sujata Ives was chosen as the Group Leader for this Workgroup.
- 3. Group Members, in alphabetical order:
  - *Emad Helmy, Sujata Ives, Seygbai Kai, Larry Nelson-Guillen, Miwa Omori, Sonja Robinson.*

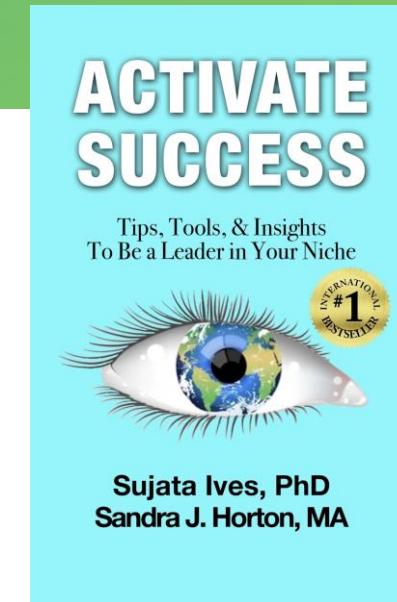
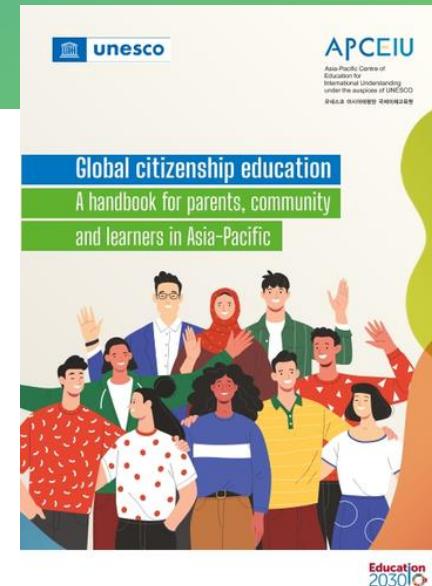
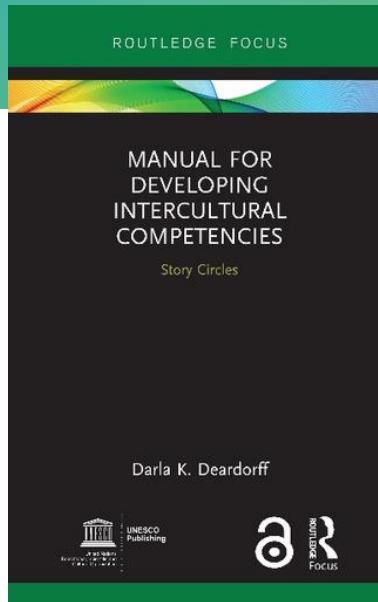
# WHAT IS THE PREMISE FOR THE NCDA INTERCULTURALISM WORKGROUP?

- 1. Define Interculturalism
- 2. Create a formal Report.
- 3. Create a PPTX.
- 4. Present our work at the 2025 NCDA Conference in Atlanta at the Private Practice Constituency Session conducted by Dr. Courtney Warnsman.
- 5. After the Conference presentation.
  - Place the definition of “Interculturalism” on NCDA front page, below mission, vision, above diversity statement.
    - America does not recognize “DEI”.
    - SHRM does not recognize DEI.
  - Provide a Link that goes to our Formal Report, this PPTX, Yoon’s article, & Ives study.
  - Put the word & definition “Interculturalism” in the FCD Instructor’s Manual.

# WHAT IS THE DIFFERENCE BETWEEN MULTICULTURALISM & INTERCULTURALISM?

- Multiculturalism is the AWARENESS that different cultures exist.
  - Out of the Civil Rights Movement/MLK for Black Americans, came multiculturalism, then DEI.
- INTERCULTURALISM is actively listening for understanding people from different cultural groups and nations, to create belongingness.
- This can be accomplished via Dialogues and Narratives, via Story Circles Model (that comes from UNESCO).
  - Is not related to the Civil Rights Movement in American History but rather encompasses ALL cultures and nations regardless of history.
  - We took Hung Joon Yoon's wording/language for "**CULTURAL UNIFICATION**", slide 10.
    - **"How We (the NCDA) Functions?**

# MAIN REFERENCES & RESOURCES



<https://sites.duke.edu/darladearedorff/publications/>

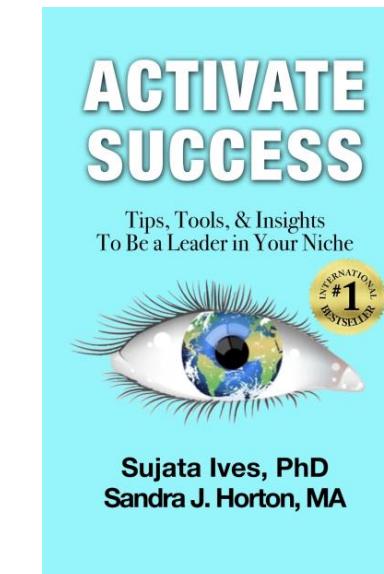
2019 NCDA Article by Dr. Hung Joon Yoon

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## Book & Workbook

**"Activate Success – tips, tools, & insights to be a leader in your niche"**

**Chapter 10, Global-Minded Leadership  
*Activators: Perspectives & Dialogues***



Attitudes:  
Respect (valuing other cultures);  
Openness (withholding judgment);

Curiosity & discovery  
(tolerating ambiguity)

**Knowledge & Comprehension:** Cultural self-awareness, deep cultural knowledge, sociolinguistic awareness

**SKILLS:** To listen, observe & evaluate; To analyze, interpret & relate

**Desired External Outcome:**  
Effective and appropriate communication & behavior in an intercultural situation

**Desired Internal Outcome:**  
Informed Frame of Reference Shift (adaptability, flexibility, empathy)

*Process Orientation*

*Interaction*

## **How are people feeling when they come out of interactions?**

Are they being understood? Do they feel heard?

Do they have a sense of Belongingness and Community? (Maslow)

We would like to work with NCDA professional staff  
to create our own model.

# WE CONNECT NCDA VALUES TO INTERCULTURALISM

- [https://ncdacredentialing.org/aws/ncda/pt/sd/news\\_article/218723/ self/cc layout details/true](https://ncdacredentialing.org/aws/ncda/pt/sd/news_article/218723/ self/cc layout details/true)
  - 2019 NCDA Article by Dr. Hung Joon Yoon

# NCDA'S EIGHT CORE VALUES

Dr. Yoon identified 8 values comprised of 6 attributed values including community, professionalism, diversity and inclusion, competency, integrity, and inspiration, and 2 aspirational values: innovation and accountability. These positive core values will, if utilized in a thoughtful and engaging manner, allow NCDA to be **culturally unifying** in fulfilling its mission and enrich NCDA's organizational capacity. We defined the 8 values based on the comments from member interviews and survey responses to ensure clarity and to reflect the spirit of individual statements.

1. **Community**. Lead and engage members and other career development professionals to create a professional community and foster a sense of belonging.
2. **Professionalism**. Value and deliver high quality, professional, responsive, and innovative service and resources to NCDA members and career development practitioners.
3. **Diversity and Inclusion**. Foster a diverse and inclusive environment for all members to be engaged by addressing the unique needs of diverse members and clients.
4. **Integrity**. Dedicated to being personally, professionally, and socially responsible by promoting strong ethical codes and norms for members to follow.
5. **Competency**. Develop competencies for career practitioners through, learning opportunities and resources and recognize competency through credentialing.
6. **Inspiration**. Inspire NCDA members by offering memorable events and professional development opportunities.
7. **Innovation**. Use innovative ideas, technologies, and practices to create opportunities for members to share with the larger, professional community, contributing to the current and future success of the organization.
8. **Accountability**. Committed to being accountable to the membership and the governing policies of NCDA.

THE DEFINED VALUES THROUGH JOON'S RESEARCH ADDRESSES " HOW WE FUNCTION" AS AN ORGANIZATION IN FULFILLING NCDA'S MISSION TO " PROVIDE PROFESSIONAL DEVELOPMENT, PUBLICATIONS, STANDARDS, AND ADVOCACY TO PRACTITIONERS AND EDUCATORS WHO INSPIRE AND EMPOWER INDIVIDUALS TO ACHIEVE THEIR CAREER AND LIFE GOALS. " EXERCISING THE VALUES CAN BE USEFUL IN THE FOLLOWING AREAS:

- 1. Dr. Yoon -- Decision-making process at different levels in NCDA
  - **Working Group:** A need for a Decision-Making Model.
- 2. Dr. Yoon -- Performing various tasks
  - **Working Group:** We are terming volunteers & staff as "Internal Customers".
  - Expectation Management is necessary to define for "Internal Customers".
- 3. Dr. Yoon -- Internal communication within and across different committees and internal groups
  - **Working Group:** How do committees share information?
- 4. Dr. Yoon -- Internal communication with its members
  - **Working Group:** Expectation Management defined for "Internal Customer".
- 5. Dr. Yoon -- External communication with other organizations and affiliates.
  - **Working Group:** We treat External Customers much better than we do "Internal Customers". Why? We tie this to Dr. Yoon's previous statement for ...."IF work is done thoughtfully"....

# WE FOUND THAT INTERCULTURALISM MEETS THESE NCDA VALUES

- 1. Community.** Lead and engage members and other career development professionals to create a professional community and foster a sense of belonging.
- 2. Professionalism.** Value and deliver high quality, professional, responsive, and innovative service and resources to NCDA members and career development practitioners.
- 3. Diversity and Inclusion.** Foster a diverse and inclusive environment for all members to be engaged by addressing the unique needs of diverse members and clients.
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- 8. Accountability.** Committed to being accountable to the membership and the governing policies of NCDA.

# WORKING GROUP LEADER

- **Dr. Sujata Ives, PhD, GCDFI, OWDSI**
- **Private Practice:** [wwwdrsujataives.com](http://wwwdrsujataives.com) “Connecting The Neuro-Dots”
- **Book & Workbook on Amazon & Kindle:** “Activate Success, tips, tools, & insights to be a leader in your niche”.
- **Book in Progress:** “Wisdom To Know The Difference”, launch date in September
- **Chair, Leadership Academy**
- **Member, GCC**
- **Member, Awards Committee**
- **Chair, Programs, APCDA**
- **Community Coordinator, World Council on Intercultural & Global Competence, UNESCO**



## WORKING GROUP MEMBERS

### EMAD HELMY MA, CCSP, SCDA

NCDA-FCD Master Trainer – Career guidance and counseling Senior Expert (free lance consultant) – Senior Projects management Advisor (Part time) at Education Development Center, "EDC" •



# Working Group Members

**S E Y G B A I   K A I**

Certified Holistic Coach  
Neurodivergence  
Transitions  
From stuck to fulfilled—  
in a holistic plan that feels like you!



# Working Group Members

**LARRY NELSON-GULLIEN,  
CDE, CDT, MBA, MDIV, SHRM-  
SCP**

Certified HR & DEIB Leader | Talent Management | Employee Engagement | Career Development |  
Strategy & Innovation in Workforce Solutions

- 



# Working Group Members

**MIWA OMORI**  
**( J A P A N )**

Goodwill International



# Working Group Members

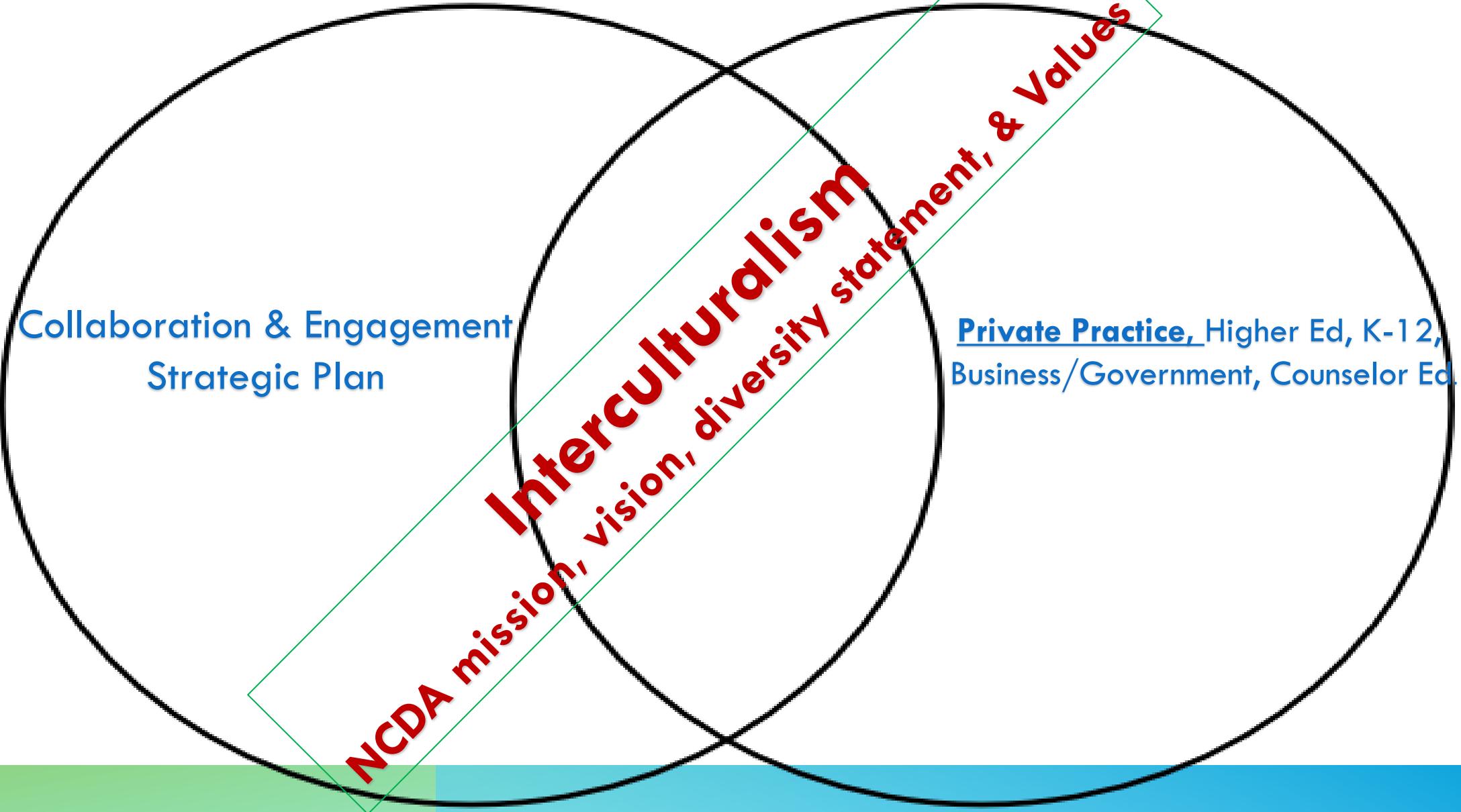
## DR. SONJA ROBINSON, CMCS (JAMAICA)

Experienced Leader | Workforce  
Educator | Change Management  
Consultant | Non-Profit Leader  
GCC Chair



**Please Note: Group aligns perfectly with other groups & constituencies**

Dr. Sujata Ives



# WHERE DO WE GO FROM HERE?

**Build NCDA's future based on the values that our members expressed in the survey (s), to envision a possible future state of NCDA where EACH of the values is evident (Yoon + Working Group).**

- I. Continue to use Yoon's Survey link for NCDA Values that provided in 2019.
- II. Continue to use the Survey about Interculturalism as an **NCDA Value** as provided by Dr. Sujata Ives and Marty Apodaca in 2024.
- III. Continue the work of this working group that wants to engage and collaborate.
  - The principles of Interculturalism can be used in committees and conferences as Dr. Yoon stated 5 years ago for cultural unification (his term) and "**Cultural Unity**" (our term).
- IV. Begin working with NCDA professional staff to tweak and fine-tune the findings presented in this power point.
- **AND.....**

THROUGH  
INTERCULTURALISM,  
WE MOVE TO  
CERTAINTY!



NCDA

# THANK YOU!

- QUESTIONS
- COMMENTS
- CONTACT DR. SUJATA IVES !

