

## **Program Overview**

Washington State University is becoming one of the fastest growing diverse and inclusive universities in the northwest and eastern Washington. The commitment to diversity is even more apparent with the creation of the first Cultural Competency Certificate Program in the Washington State University system. Offered through the Office of Equity and Diversity, the Cultural Competency Certificate Program consists of cultural diversity workshops, seminars, classroom curriculum offerings and service learning opportunities available to all members of the community.

The Cultural Competency Certificate Program is the link between theory and the practical application of the concepts to the workplace, creating an experiential shift in values, attitudes and behaviors that will result in a fully engaged workforce. Upon completion of the program, you will be able to leverage your cultural competencies in order to better access new and emerging markets.

## **Developing the Culturally Competent Individual**

Being culturally competent means having a working knowledge of other cultural values, norms, behaviors, traditions, expectations and customs -- the ability to recognize and respond to personal perceptions that lend themselves to unintended bias mistakes and to make better decisions based on that understanding. The Cultural Competency Certificate Program uses real case study situations to provide an immersion experience so participants can examine cultural assumptions, and look beyond someone's race, ethnicity, gender, orientation, family status, or disability. Ultimately, becoming more culturally intelligent and being able to harness different perspectives that are useful in the classroom, the workplace and the marketplace.

Participants will experience scripted, interactive exercises that put them into typical day to day situations in the classroom, workplace, marketplace and the community to help them become aware of their own "blind spots," i.e. when your best intentions do not align with your actual behavior. The Cultural Competence Program will allow you to grow, preparing you to achieve your full potential and represent yourself effectively in the world.

## **Cultural Competency Education Training**

This training breaks down the barriers, challenges the stereotypes, and strives to learn from the differences and the commonalities in people, cultures, and global community. The Office of Equity and Diversity's staff is available to provide interactive training on topics for faculty and staff, student organizations, departments, and residence halls. The Office of Equity and Diversity will also provide training for co-workers or staff on a particular diversity-related topic, or guest lecture in classes tailored to the needs of the students.

**The Cultural Competency Program Office**  
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## **Bio: Jeff Guillory:**



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Jeff resides in Lapwai, Idaho on the Nez Perce Indian reservation. He is a graduate of the University of Idaho in Political Science, 1970; He is the current Director of the Diversity Education program Office of the Provost for Washington State University. Jeff has twenty years' experience in the Diversity Education profession; 10 years in Human Resources and 15 years as a consultant for major companies, Colleges and Universities, Washington State Senate staff, over fifty native American organizations, and local Idaho government agencies including the City of Lewiston, Nez Perce County and the Idaho Department of labor, Lewiston Branch. Jeff also provides professional consultation in Sexual harassment, Organizational Development; Conflict Management; Diversity Education, Cultural Competency and Teambuilding.

Jeff grew up in Houston, Texas during the 1950's and 60's where segregation was the norm. Milestones during his formative years include the passing of the Civil Rights bill, 1964, and the Voting Rights bill in 1965. His first experience with Caucasians came during his first football recruiting trip to the University of Idaho in 1965. This was also his first experience with integration.

The experience made an indelible impression on Jeff and inspired him to begin his search for an understanding of how hate began in this country-- how it cross pollinated with race, gender, sexual orientation and religion. He believes that despite the great strides we've made in recent years hate has once again become a persistent and pervasive presence in our society. What is the glue that keeps it intact?

Family: Wife Connie, retired Head Start Director, MPA U of I; Son, Dr. Raphael Guillory, full professor, Eastern WA. Univ; Son, Dr. Justin Guillory, President, NW Indian College, Bellingham Washington; Daughter, Veneice Guillory, Teacher NW Indian College, Lapwai, MA, Principle Cert, U of I.; Son, Ricky, Police Officer Lapwai, ID.

The philosophy and theme on which Jeff basis's his work is, "We have more things in common than our differences"

When he's not working Jeff enjoys reading, horseback riding, camping and church activities.