

## **Intercultural Communication with Women at Work: Engaging Issues of Race, Culture and Sexual Orientation**

As professional women administrators in higher education we often feel the absence of a community, and we want to reach out to our women colleagues who are different from us by race, culture and/or sexual orientation. Yet all too often we are reticent with feelings of awkwardness, discomfort, fear, and not knowing how to effectively engage the differences. In this session together we will:

1. Name the areas of difficulty that arise in our communication with women across cultural, racial, and sexual orientation lines.
2. Generate and practice ways to use the intercultural tensions and our own sense of vulnerability as an in road to authentic intercultural interactions.

### **BIO**

Gale Young PhD, Professor of Communications at Cal State East Bay (formerly Hayward), teaches Intercultural, Interpersonal and Conflict Communication. Currently Dr. Young serves as Chair of the WASC Accreditation Process, and has held a variety of positions including Associate Dean, Affirmative Action Officer, and Interim Chair of the Art Department. She was the co-recipient of the CSU Woman of the Year award for contributing to diversity, an A.C.E. Fellow (98-99) and the Co-Director for the Center of the Study of Intercultural Relations (1985-1999). Young is the co-author of two books, articles, and the executive producer of the Video *Difficult Dialogues*, (1998, PBS). She publishes, directs grants, and consults in the areas of difficult dialogues, intercultural communication, racism, and integrating multicultural perspectives into higher education.