Cultural Competence Across Generations
Generation X Dharma Teachers Conference

- Who are these people?
- What is this about?
- How will going serve the Dharma?
2015 Generation X Dharma Teacher’s Conference
2014
### Percentage of SZBA Members by Age & Type

<table>
<thead>
<tr>
<th>Age Group</th>
<th>% Full Members</th>
<th>% Associate Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-29</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>30-39</td>
<td>2%</td>
<td>10%</td>
</tr>
<tr>
<td>40-49</td>
<td>10%</td>
<td>21%</td>
</tr>
<tr>
<td>50-59</td>
<td>14%</td>
<td>26%</td>
</tr>
<tr>
<td>60-69</td>
<td>46%</td>
<td>27%</td>
</tr>
<tr>
<td>70-79</td>
<td>25%</td>
<td>17%</td>
</tr>
<tr>
<td>80+</td>
<td>3%</td>
<td>0%</td>
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</tbody>
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*2016*
Cultural Competence

Cultural competence refers to the process by which individuals and systems respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, religions, spiritual traditions, immigration status, and other diversity factors in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of each.

—R.Fong

Culturally competent practice: Skills, interventions, and evaluations
Cultural Competence

* Awareness
* Attitude
* Knowledge
* Skills
What is a Generation?

- A group of people who witness the same historical events and had similar sociological influences.
- A group of people who are living at the same time and who are within a certain age range.
Formation of Our World-View
Competence

- Learning new patterns of behavior.
- Applying them.
4+ Generations in the Sangha

- Silent Generation (1925-1942) (Ages 74 – 91)
- Baby Boomers (1943-1962) (Ages 54 – 73)
- Generation Z . . .
If I had a dollar for every time a BabyBoomer complained about my generation, I'd have enough money to buy a house in the market they ruined.

And, if we had a dollar for every time your generation blamed us/your parents for every single thing that's currently wrong in your life, we'd have enough money to buy TWO houses. And then of course we'd give you one of 'em, 'cuz we Baby Boomers spoiled our kids rotten and gave y'all everything you ever wanted, without ever having to work for it. ;)

May you get as much praise and attention on your birthday as an average millennial feels entitled to every day.

I'm an old lady but I LOVE this generation; so full of idealism, smarts and heart. Sorry about the crazy mess my generation left (actually Bush's war, Wall Street's collapse of the financial market...some of us old guys are hurting too!) You all rock!

Felix Glenn Cozzi
I'm a boomer, and I remember well how the older generation couldn't deal with long hair, bellbottoms, smoking weed, etc. I'm ashamed at my generation by the way we've destroyed the environment, let the country slip into a police state, and slowed the advancement of civil rights. Our young people are the future. Get out of the way and let it happen.

20 minutes ago · Edited · Like · Reply

Maralynn Jeannotte
I don't know what world some of you live in but most baby boomers did not own homes by the time they were 25.... The ones that did were lucky to have parents who could hold them out...the same with each generation, the ones that have were helped by their families....did my generation go too far with helping their kids, maybe....no one could have predicted where it would all go but bad choices were certainly made. One person said something to me today: 'We're all in this together, '
What defines us?
# Silent Generation

**Defining Events**

- Great Depression
- The New Deal
- World War I
- World War II
- Penicillin and Polio Vaccine
- Civil Rights activists

**Characteristics**

- Loyalty
- Duty
- Patriotism
- Delayed gratification
- Save for a rainy day—no safety net
- Personal sacrifice
- Risk averse
- Secure in retirement
Baby Boomers
(1943-1962)

Defining Events

- End of World War II
- Vietnam War
- First human in space
- Assassination of JFK
- Women’s Right’s Movement
- Television
- Traditional parents (Mom stays home. Financially secure.)
- Dr. Spock babies

Characteristics

- Optimism
- Idealism
- Competitive
- Devotion to a job/ideal
- Hierarchical
- “Me” generation
- Want to leave their mark
Generation X
(1963-1981)

Defining Events
- Cold War
- Watergate
- Religious scandals
  - Jim Baker, Catholic priests
- AIDS
- Era of failing schools and marriages (divorced parents)
- Latchkey kids

Characteristics
- Self-reliant and competent
- Work/life balance important
- Cautious, skeptical
- Distrust institutions / bureaucracies
- Entrepreneurs
- Distrust authority
- Pragmatic, goal-oriented
- Readily adapt to new environments
## Millennials (1982-2002)

### Defining Events
- End of Cold War
- Space Shuttle Challenger
- Columbine
- Oklahoma City
- 9/11
- Helicopter Parents
- Internet; Digital natives

### Characteristics
- Multi-taskers
- Seek positive reinforcement
- Achievement oriented
- Devotion to the greater good
- Collaborators, gravitate toward social interaction
- Expect and embrace diversity
- Respectful of, but not awed by, authority
- Expect accountability
- Don’t waste this life!
Bridging the Gap

* Be aware of generational differences and think outside of your own world view.

* Work to create a culture of mutual curiosity and respect. Model this.

* Ask. Listen. Take other’s ideas seriously.

* Have clear expectations and provide clear direction.

* Don’t let one generation’s values define all generations.
To Learn More


* **Decoding Generational Differences**: Changing your mindset... Without losing your mind, S. Smith.


* The Pew Research Center and the US Census Bureau (for data and statistics).