**Equity Demystified: Cultural Appropriation, Cultural Conditioning & Culture**

**Episode 11**

Lisa Rodriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series we're calling Equity Demystified. I am the Assistant Director of Professional and Organizational Development, as well as the project lead for the Title V Grant, creating an equity minded campus culture to improve student outcomes here at Mt. SAC. I will introduce three terms alphabetically in each mini episode, to keep you equipped with an up-to-date vocabulary to better navigate the diverse intersections of our students and each other.

Lisa Rodriguez:

Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series we're calling equity demystified. We will be sharing terms from the equity fluent leaders glossary that the UC Berkeley Haas School of Business has shared as an open resource. Today I'm sharing three definitions with you. They are cultural appropriation, cultural conditioning and culture. Let's begin.

Lisa Rodriguez:

Cultural appropriation. Adoption of elements of a culture that has been subordinated in social political, economic status by a different cultural group. It may rely on offensive stereotypes and is insensitive to how the culture of a group has been exploited by the culture in power, often for profit.

Lisa Rodriguez:

Cultural conditioning. The unconscious process by which we are socialized to adopt the way of thinking of our own group.

Lisa Rodriguez:

Culture. The shared patterns of behavior and interactions, cognitive constructs, and affective understandings that are learned through socialization. These shared patterns identify the members of a culture group while also distinguishing those of another group. People within a culture usually interpret the meaning of symbols, artifacts, and behaviors in the same or similar ways.

Lisa Rodriguez:

Thank you for listening and we hope you feel a little more informed and connected today.

Speaker 2:

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