# Diversity in the Military: How More Native Speakers Benefits Cultural Agility

Increasing diversity in the military will enhance our cultural agility, making U.S. operations more effective around the globe.

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#### **Bottom Line Up Front**

- Increasing ethnic and linguistic diversity in the military will enhance culturally agility
- Diversity is a tactical necessity and serves as a combat multiplier
- Through cultural integration, more ethnic diversity will mitigate ethnocentrism
- Multilingualism will improve the individual service member's cultural competence

## Diversity a tactical necessity that leads to culturally agile troops

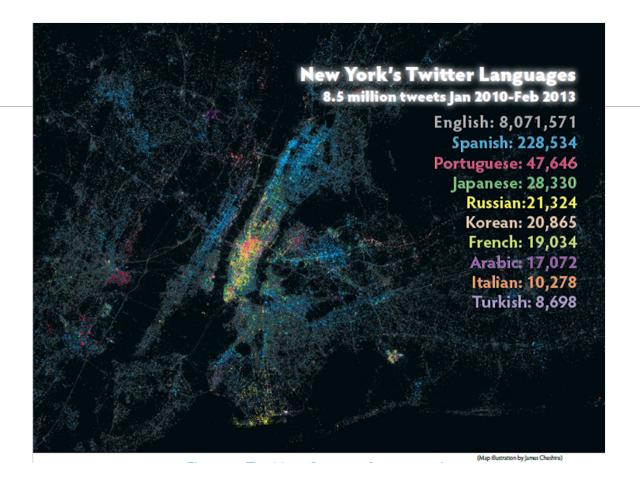
- Native speaker integrated in units can help Soldiers acclimate faster to their deployed environments
- oIn a garrison environment, more native speakers would increase the value of training through culture and language
- Subsequently providing more cultural competent service members to the U.S. military
- With more knowledge of a regions history and culture the possibility of battlefield negligence would significantly diminish

## Elimination of Ethnocentrism and Cultural Integration

- OA more heterogeneous military would mitigate in-groups and out-groups, fostering better unit cohesion
- More native speaker into the military trains units on cultural awareness and linguistic diversity
- Cultivate a more geocentric minded military
- Develop stronger diplomatic relationships with allied countries

## Multilingualism leads to cultural competence

- Today's military mission: nation-building
- OService members fluent in multiple languages and dialects in an AO enhances our sphere of influence
- Linguistically diverse and culturally competent troops will compensate for non-native speaking service members
- OUnderstanding subtle cultural nuances will assist in various missions:
  - Counterinsurgency
  - Intelligence gathering
  - Infrastructure development
  - Disaster relief



#### Suggested Courses of Actions

- OCultural Agility training: routinely training with a diverse group of Soldiers like TICO can enhance a unit's knowledge on certain cultures
- Reach out to individuals on post and develop monthly/bi-weekly language training
- ODevelop a bi-weekly foreign article review; browse foreign sites to gain new perspective about events happening around the world
  - Example: soamoliaonline.com (the site is in English, but provides insight on current events)

#### Questions?