

# 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

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- Native speaker integrated in units can help Soldiers acclimate faster to their deployed environments
  - In 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 region's history and culture the possibility of battlefield negligence would significantly diminish
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# Elimination of Ethnocentrism and Cultural Integration

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- A 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
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# Multilingualism leads to cultural competence

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- Today's military mission: nation-building
- Service 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
- Understanding subtle cultural nuances will assist in various missions:
  - Counterinsurgency
  - Intelligence gathering
  - Infrastructure development
  - Disaster relief



## New York's Twitter Languages

8.5 million tweets Jan 2010-Feb 2013

English: 8,071,571

Spanish: 228,534

Portuguese: 47,646

Japanese: 28,330

Russian: 21,324

Korean: 20,865

French: 19,034

Arabic: 17,072

Italian: 10,278

Turkish: 8,698

(Map illustration by James Cheshire)

# Suggested Courses of Actions

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- Cultural 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
- Develop a bi-weekly foreign article review; browse foreign sites to gain new perspective about events happening around the world
  - Example: [soamoliaonline.com](http://soamoliaonline.com) (the site is in English, but provides insight on current events)

# Questions?

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