

Intercultural Competencies

A CPUT perspective



Intercultural Competencies – CPUT experience

- #FeesMustFall highlighted the disconnect of Higher Education with society at large... the fact that HE is still inaccessible (financially) to the majority of young people.
- #Decolonisation highlighted the disconnect between theory (largely Westernised) and the indigenous knowledge (African contextual knowledge).



Intercultural Competencies – CPUT project

- CPUT is currently addressing decolonisation of curriculum with specific focus on indigenous knowledge, cultures and languages. The challenge is to positively change CPUT culture while addressing decolonisation, as the latter should start first with staff before amending curriculum.
- A possible solution is to focus on CPUT citizenship:
 - *affective commitment* (employee's attachment and identification with organisation),
 - *cognitive perception* (as a member of organisation) &
 - *ethnic identity* (organisational behavioural expectations)(Meyer & Allen, 1991: 67; Christ, van Dick, Wagner & Stellmacher, 2003: 330-331).



Intercultural Competencies – Expectations

Expectation: intercultural competencies should build on diversity and indigenous knowledge to create future citizenship in a global workplace, including duty to society.

