

## The Windesheim-Seneca Virtual Intercultural Project (VIP)

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With the onset of virtual learning in March 2020, the International Mobility Office (IMO) shifted focus from sending students abroad to building online collaborations with [partners](#) worldwide. In June 2020, Windesheim University of Applied Sciences (Zwolle, Netherlands) issued a call to its international partners to engage in an intercultural virtual project for students and faculty studying Human Resources Management (HRM). The IMO and Seneca Business jumped on board!

Intercultural learning involves the facilitated sharing of information across different cultural and social groups while discussing differences, breaking down biases, and reflecting upon self-awareness to better understand how people from a variety of cultures behave, communicate, and perceive the world around them. Supported by [Ashley Laracy](#), IMO's Education Abroad Manager, and led by faculty members [Alfoncina Chang](#) and [Lawrence Chi](#) from the School Human Resources and Global Business, the goal of the project was to have students from both institutions complete an intercultural competence assessment (Intercultural Readiness Check) and then have them engage in meaningful intercultural discussions based on HRM case studies.



Over several weeks in November and December, 210 students from both institutions engaged in lively discussions in small groups on Microsoft Teams. Acknowledging the value of different cultural perspectives, and using cultural diversity as a source of inspiration, students addressed case studies in HRM. In the end, a culturally diverse environment led to personal growth. As Seneca graduates enter the global workforce, their ability to demonstrate flexibility, adaptability, and communicate with tact and cultural sensitivity is integral to their success in the field of human resource management.



This is one example of the many [virtual collaborations](#) Seneca has underway with its international partners. While physical student mobility programming will return, virtual initiatives will continue to grow and complement global opportunities as tools to expand the equity and diversity of students that can participate in global opportunities. We encourage you to visit our [Global Employees space](#) in MySeneca to stay up to date on available international opportunities.

[View the March 2021 issue of the Academic Newsletter.](#)

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