



PONTIFICIA
UNIVERSIDAD
CATÓLICA
DE CHILE

Executive Report
**UC Interculturality
Program**

October, 2022

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PRESENTATION OF THE REPORT

Dear university community,

We are pleased to present the **UC Interculturality Program**. This initiative is born from the conviction that the university has the responsibility and the conviction to promote a profound cultural change in our university environment, which contributes to recognize and value interculturality as a central aspect of our work.

By interculturality we understand the respect and promotion of cultural diversity under the assumption of a common recognition of human rights and the dignity that each person possesses regardless of their people of origin, gender, age, territorial belonging, and religion. Interculturality thus presupposes that cultures and the people who belong to them are enriched through the contact that is established between them. It considers exchange, dialogue, and positive interaction to be critical elements of a pluralistic society.

Given the fundamental role we play as a university entity of the Church in the training of people, the generation and transference of knowledge, and the promotion of new generations of leaders for the country, this challenges and motivates us to strengthen our work in this area, to lay the foundations of a plural university community, and to contribute to the development of a more friendly, just, and inclusive society. This is why, starting in 2021, we have been gradually implementing the UC Interculturality Program through the design and articulation of a set of strategic initiatives linked to the university's development plan.

This program has been developed by 84 people of all levels of the university community, including the 18 faculties, the Villarrica Campus, the UC College program, the Center for Intercultural and Indigenous Research (CIIR), the UC Pastoral, and professionals from all vice rector's offices and bodies of the University's Senior Leadership.

We thank all of them for their enormous commitment and dedication to develop this program, which is aimed at our entire university community, students, academics, professionals, and administrative staff.

We invite our entire university community to be part of this new initiative in the hope that it will help us grow as an institution at the service of the Church and our country.

Ignacio Sánchez D.

Rector
Pontificia Universidad Católica de Chile

Roberto González G.

UC Interculturality Program Director
ESchool of Psychology
Pontificia Universidad Católica de Chile





EXECUTIVE REPORT

The UC Interculturality Program is based on the messages proposed by Pope Francis from various Apostolic Letters and Papal Encyclicals, in which he values and recognizes the importance of the encounter with cultural diversity. The Holy Father, in his message to the World Social Forum on Migration in Mexico (2018), emphasizes the notions of welcoming, protecting, promoting, and integrating the world's different peoples and, along with this, invites the universal Church and society as a whole to tune in to these needs. Inspired by these notions, this program seeks to respond to the demands of a country reality in which today the presence of different cultures becomes an axis of national contingency.


In recent years, Chile has increasingly diversified its cultural matrix. Currently, available records indicate that 20% of the population self-identifies as belonging to an Indigenous people or to a migrant or foreign community. Given the fundamental role that the Church and the UC Community play in the training of people, the generation of knowledge, and the promotion of new generations of leaders for the country, we are challenged and motivated to strengthen the work in this area. Therefore, working on initiatives focused on cementing the construction of a plural and diverse university community that contributes to the development of a more friendly and inclusive society is a priority.

By interculturality we understand the respect and promotion of cultural diversity, and the common recognition of human rights and the dignity of each person, regardless of their people of origin, gender, age, territorial belonging, and religion. Interculturality thus implies that cultures and the people who belong to them are enriched through the contact that is established between them. It also considers exchange, dialogue, and positive interaction to be decisive elements of a pluralistic society.

In addition to promoting the social mobility of underrepresented groups, we hope that this program will help us to reflect on our work, both in its manner and content, in the way we relate to each other, in the way we give and receive. Interculturality offers us the opportunity to live a transformative experience in our capacity to listen, in our openness to new knowledge and in mutual learning between different cultures: from the way we teach and research, to our social links within and outside our university community. Interculturality then opens the way to the transformation of the understanding of the world from its different cultures and respective dimensions.

On account of these intentions, this program has been progressively promoted since 2021. It is expected that the design and articulation of a set of initiatives aimed at promoting a reflective, sustainable, and lasting cultural change in our university environment will help contribute to the recognition and value of interculturality as a central aspect of our work. Specifically, this program aims at:

1. Increasing the presence of students belonging to underrepresented cultural groups in undergraduate and graduate programs, and academics and collaborators in the university's administrative and professional staff.
2. Strengthening teaching, research, public policy development, and community outreach activities on interculturality issues.


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3. Stimulating intercultural university coexistence based on dialogue, recognition, and appreciation of cultural diversity in the academic, social, artistic, and cultural spheres.
 4. Promoting the development of knowledge and know-how, as well as other teaching practices of the different cultures present at the UC.

This program is aimed at the entire university and the communities and institutions with which we are linked, as it seeks to promote a pluralistic meeting space for dialogue, training, and coexistence. Our community is composed of students, staff, academics, and professionals who are part of different underrepresented cultural groups, such as those belonging to Indigenous Peoples, Chilean Afro-descendant Tribal People, and migrant and foreign communities.

This program, aligned with the UC 2020-2025 Development Plan, has been developed by members of all levels of the university community, including the 18 faculties, the Villarrica Campus, the UC College program, and bodies of the University's Senior Leadership and the Center for Intercultural and Indigenous Research (CIIR).

The program is structured around six strategic initiatives. First, with the purpose of increasing the cultural diversity of the university, reducing the gaps and risk of segregation of young people belonging to native peoples and migrant groups in our country, the "**Admission**" initiative will promote a significant and gradual increase in the enrollment of students belonging to native peoples, the Chilean Afro-descendant tribal people, and migrant communities. Secondly, the "**Mentoring**" initiative will favor learning both from the academic point of view and integration into university life and the projection of professional careers. The "**Academic Seedbed**" will articulate initiatives and programs that identify, accompany, and train academic talents belonging to underrepresented cultural groups, targeted by this program, for their future incorporation into doctoral programs and the beginning of academic careers. The "**Strengthening of PhD programs**", the fourth initiative, will seek to enhance the intercultural dimension in the doctoral programs of our university, through the increase of students and the visibility of the wealth of intercultural research that is done in our UC doctoral community. The fifth initiative, "**Academic Insertion**", aims to incorporate academics with these profiles to our university in order to strengthen cultural diversity. Finally, the "**Welcoming and Institutional Culture**" initiative will be a central and transversal axis to prepare the university community through the creation of meeting spaces in the social, academic, and artistic fields that promote a positive intercultural university coexistence on our campuses.

The set of activities associated with each of these strategic initiatives will be analyzed and prioritized annually according to the budgetary guidelines and resources established by the university's Senior Leadership. The program will be installed gradually over the years, ensuring adequate integration with the work of the various entities. The program will be articulated with the policies and actions already developed by the university from the Prorector's Offices, all its Vice Rector's Offices, Faculties, and Academic Units such as: The Inclusion Policy (VRA), the Intercultural Equity Track (VRA), the "Internationalization at Home" initiative (VRAI), the Our Native Peoples Art Room (VRCEC), the Directorate of Arts and Culture (VRI), the Human Resources Department (VRE), and Pastoral Directorate, among many others. In addition, we will work together with the different academic spaces where interculturalism is essential for its operation, such as Campus Villarrica (which contains activities such as Wiñol Tripantu - We Tripantu, talks with ancestral authorities, courses such as Intercultural Competencies for Academics, and teaching of the Mapudungun language, etc.) and research centers such as CIIR, which is of the utmost importance for the design and implementation of the interculturality program at the UC. In addition, we consider the articulation with centers such as the Center for Social Conflict and Cohesion Studies (COES), the Center for the Development of Inclusive Technologies



(CEDETI), the UC Local Development Center, UC Migraciones, and the Network of UC Regional Centers (RCER-UC), among others. This will allow the articulation and promotion of a diverse community, with dialogue and development opportunities for all its members

In order to ensure a management structure that allows the sustainability of the program over time, it is proposed to create in the medium term, a **Directorate of Interculturality**, linked to the Prorector's Office. This directorate will also seek to supervise the fulfillment of the program's objectives in line with the values that guide it, which requires a central management that allows guiding and prioritizing actions for a correct implementation and evaluation of the UC interculturality program over the years.

A central aspect of this program is to build bridges of collaboration with both national and international institutions that are already well advanced in this area. The role of the Vice Rector's Office for International Affairs (VRAI) in this area will be crucial. To date, the program has established links with the University of Auckland (New Zealand) and the University of Queensland (Australia). In addition, bridges will be established with the Pontificia Universidad Católica de Lima (Peru), Universidad Católica Boliviana San Pablo (Bolivia), Universidad de los Andes (Colombia), Universidad TEC de Monterrey (Mexico), University of California Davis (USA), British Columbia (Canada) and the University of Notre Dame (Australia), among others. With this same purpose and focus, it is expected to establish cooperation with national higher education institutions such as Universidad de La Frontera (UFRO), Universidad Católica de Temuco, Universidad Católica del Norte, the universities of the G9 Network, and DUOC UC.

To learn about the UC Interculturality Program in its entirety, please consult the Complete UC Interculturality Program Report at <https://interculturalidad.uc.cl>.





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Programa Interculturalidad UC

