

ACHIEVING CULTURAL COMPETENCE

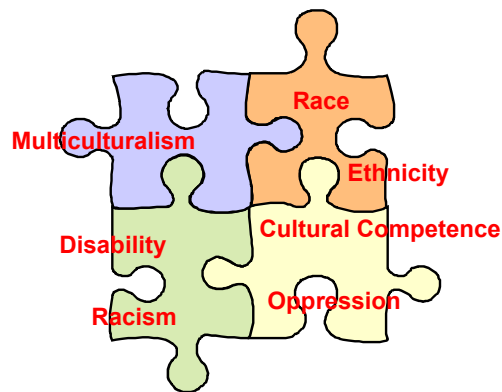


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Defining Cultural Competence



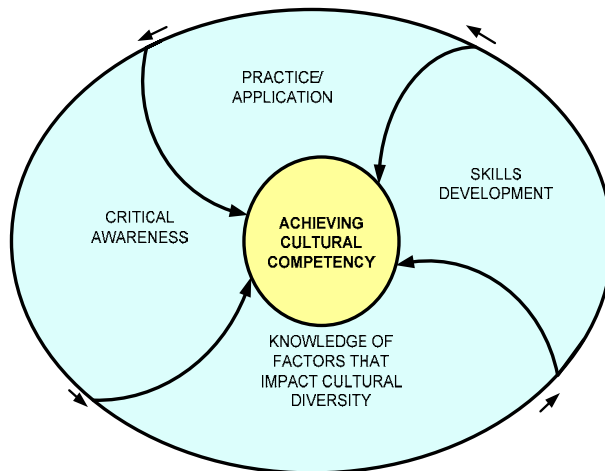
What is Cultural Competence?

- It is the understanding that culture profoundly influences individual's beliefs, practices, behaviors and the outcomes of most interventions and services



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CCBMDR CULTURAL COMPETENCE MODEL



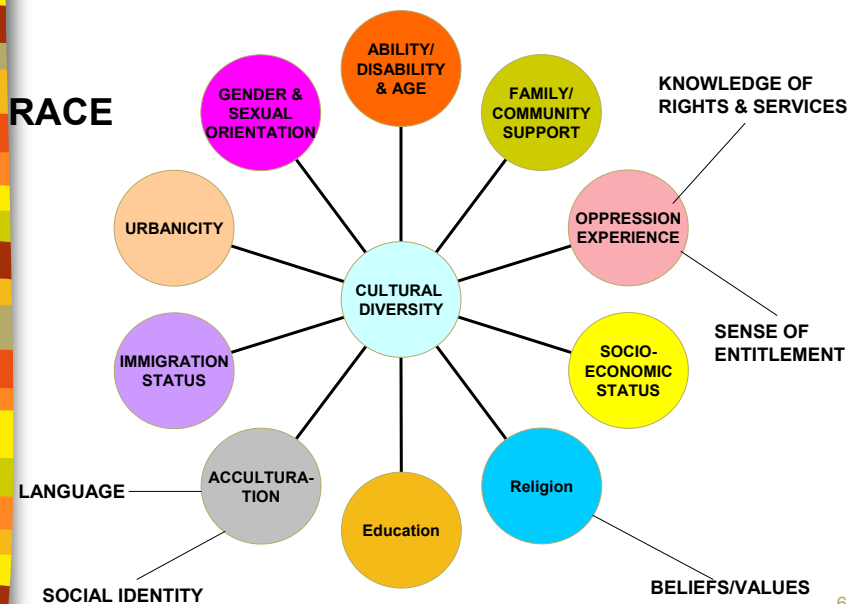
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Characteristics of the Model

- The process is
 - On-going
 - Contextual
 - Developmental
 - Experiential
- The components are intertwined.
- The process produces multiple outcomes.

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FACTORS THAT IMPACT CULTURAL DIVERSITY



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How to Practice/Apply Cultural Competence

- Be Willing to examine institutional biases of services.
- Being open and accept consumers from other culture(s).
- Willing to use non-traditional interventions or change procedures to fit individual needs.
- Being an active participant in other cultural events
- Willing to challenge racist practices, discrimination and oppression

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Cultural Blind-Spots of the Mental Health System

- Ideologies that perpetuate power imbalances.
- Explanations of outcomes grounded in institutional racism.
- Accommodation that fit culturally diverse consumers.
- Insufficient research to determine best practice (EBPs) for specific cultural groups.
- Institutional barriers to diversifying the workforce.

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Conclusions



- Do not assume that people can be categorized, by virtue of race, culture, and ethnicity.
- Do not place people into culturally specific boxes nor label them by virtue of culture and race.

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Conclusions (continued)

- You must have a critical awareness of your own culture and how it affects your interactions with others.
- Cultural competence can be realized through lived experience.

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Resources

- Center for Capacity Building on Minorities with Disabilities Research
Website: www.uic.edu/orgs/empower
- Sankofa Organization of Illinois
Website: www.sankofaillinois.org