

Cultural Competency in Prevention Practice

Integrating Cultural Competency Into Effective Prevention Services



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ACTIVITY/DISCUSSION

CULTURE

Each of us has an historical heritage that comprises our culture.

Please define in your own words the definition of culture and indicate what values are expressed in the definition.



ACTIVITY/DISCUSSION

Task: Working with your group, use the information presented thus far and develop a list of five questions that you could ask a client to get a deeper understanding of their culture.

Task: List the questions you would include:

- 1.
- 2.
- 3.
- 4.
- 5.



IMPLEMENTING CULTURAL COMPETENCY

From Theory to Action

1. **Cultural Diversity Awareness** – the acquisition of knowledge of the history and cultural characteristics of the diverse ethnic and racial groups that comprise the population.
2. **Culturally Competent Behaviors** – the habit of exhibiting the appropriate behaviors with respect to the diverse cultural, ethnic, and racial populations. Habit is commonly used to indicate the automatic responsive actions of a provider based on the knowledge and research base, one's own practical experiences and the patient's cues and preferences.
3. **Cultural Sensitivity** – the ability to sense the appropriate and flexible response to the presenting behaviors of the diverse patients. This sensitivity is driven by a genuine respect for the patient as a worthy human being, a sense of self empowerment, and a willingness to accept corrective feedback from the patient.
4. **Cultural Assessment** – the systematic collection of data concerning the interactions of the provider and patient with respect to the parameters of cultural diversity, culturally competent behaviors, and cultural competency.

ACTIVITY/DISCUSSION

Mission Statements

Sample Mission Statements:

“A culturally diverse workplace fosters an environment that prepares employees to live, learn, communicate, and work to achieve common goals in a multicultural and diverse community.”

“By enhancing, understanding, appreciating, and respect for people of other ethnic, genders, socioeconomic, languages, exceptionalities, races, religious affiliation hope to build a culturally competent workplace.”

DISCUSSION:

What else could be included in the mission statement of your agency?

Prepare a short mission statement that you feel is appropriate for your agency to demonstrate a commitment to cultural diversity.

Ethnically and Culturally Sensitive Attitudes and Values

Do with

not do *for*

Come alongside

not *lead*

Assist

not *control*

Provide input

not *advice*

Facilitate

not *determine*

Provide additional resources

not additional
requirements

Encourage

not *mandate*

Respect

not *condescending*

Concern

not *paternalism*

Empathy

not *sympathy*

Any additional suggestions: