

**It's more than just language:
Cultural competency in
today's global environment**

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My Voice, My Choice

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Parable

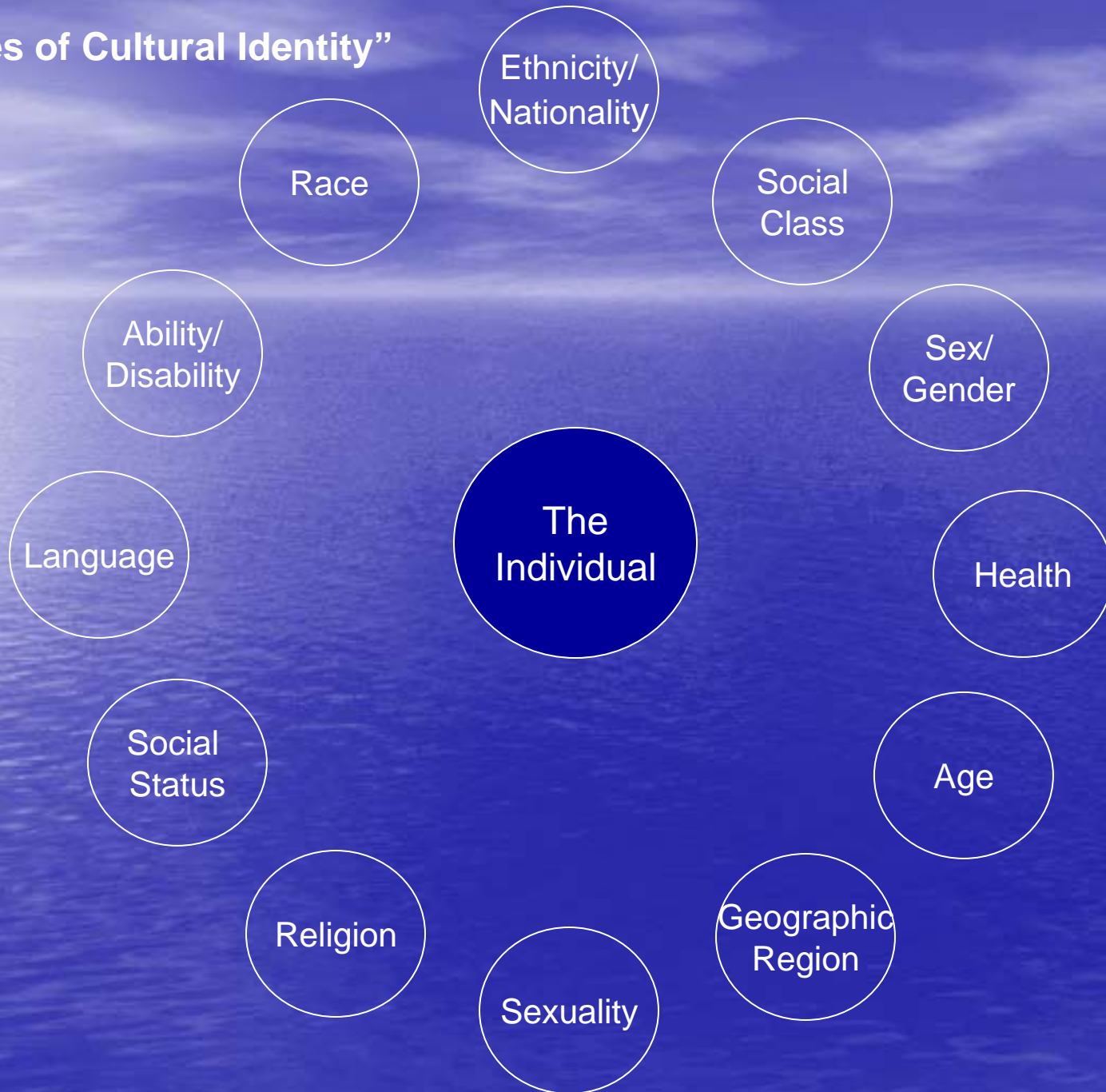
We hold these truths to be self-evident, that all men are created equal, that they are endowed by their creator with certain unalienable Rights, that among these are Life, Liberty, and the pursuit of Happiness- That to secure these rights, Governments are instituted among Men, deriving their just powers from the consent of the governed.

July 4, 1776

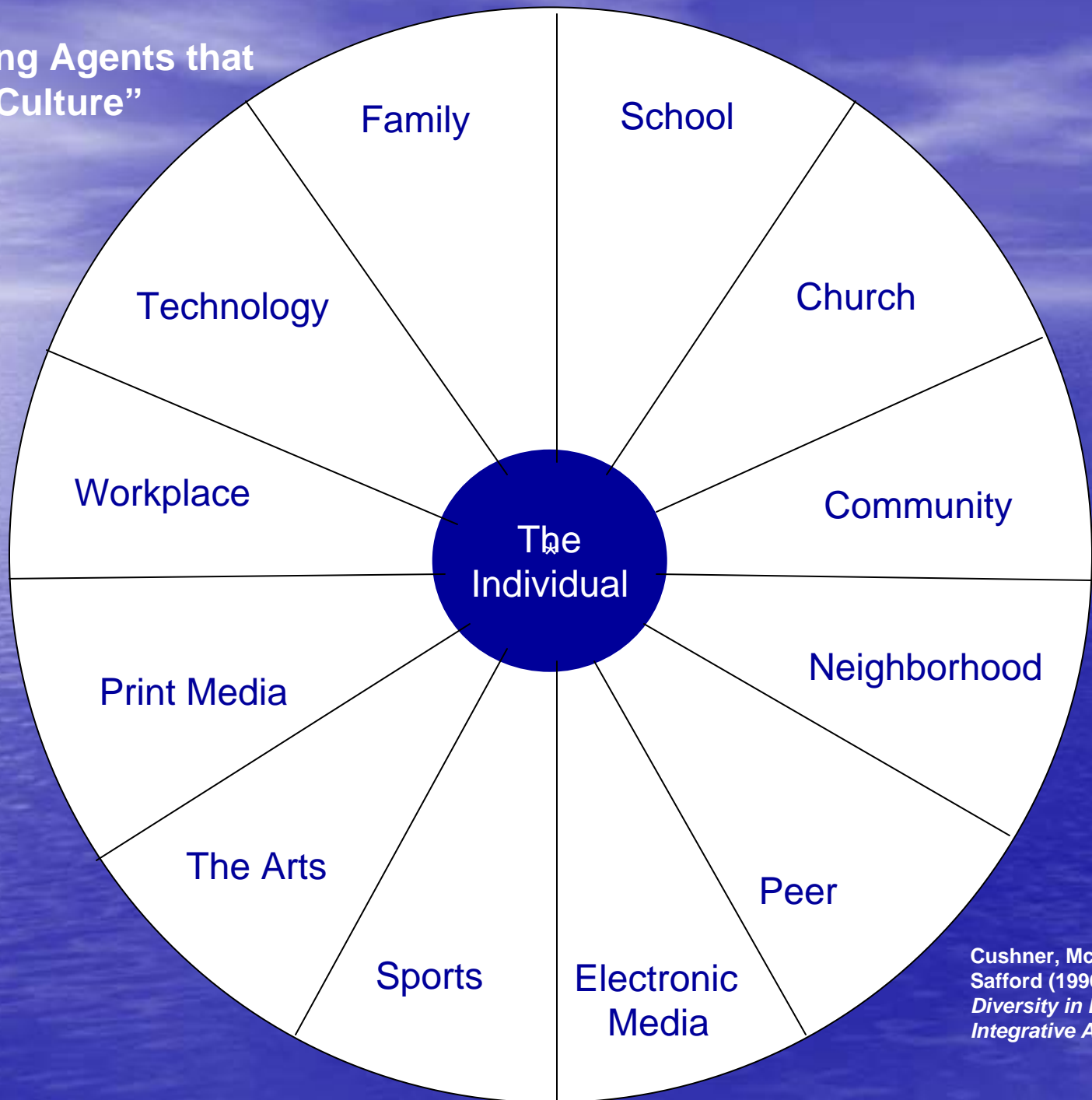
What is cultural competence?

- Cultural competence is a dynamic attribute, a changing, and never-ending pathway that guides us toward an increasingly multi-ethnic future world.
- It is an awareness, the valuing of all cultures, and a willingness to make changes are underlying values.
- But it is an arena in which the “head” is less important than the “heart.”

“Sources of Cultural Identity”

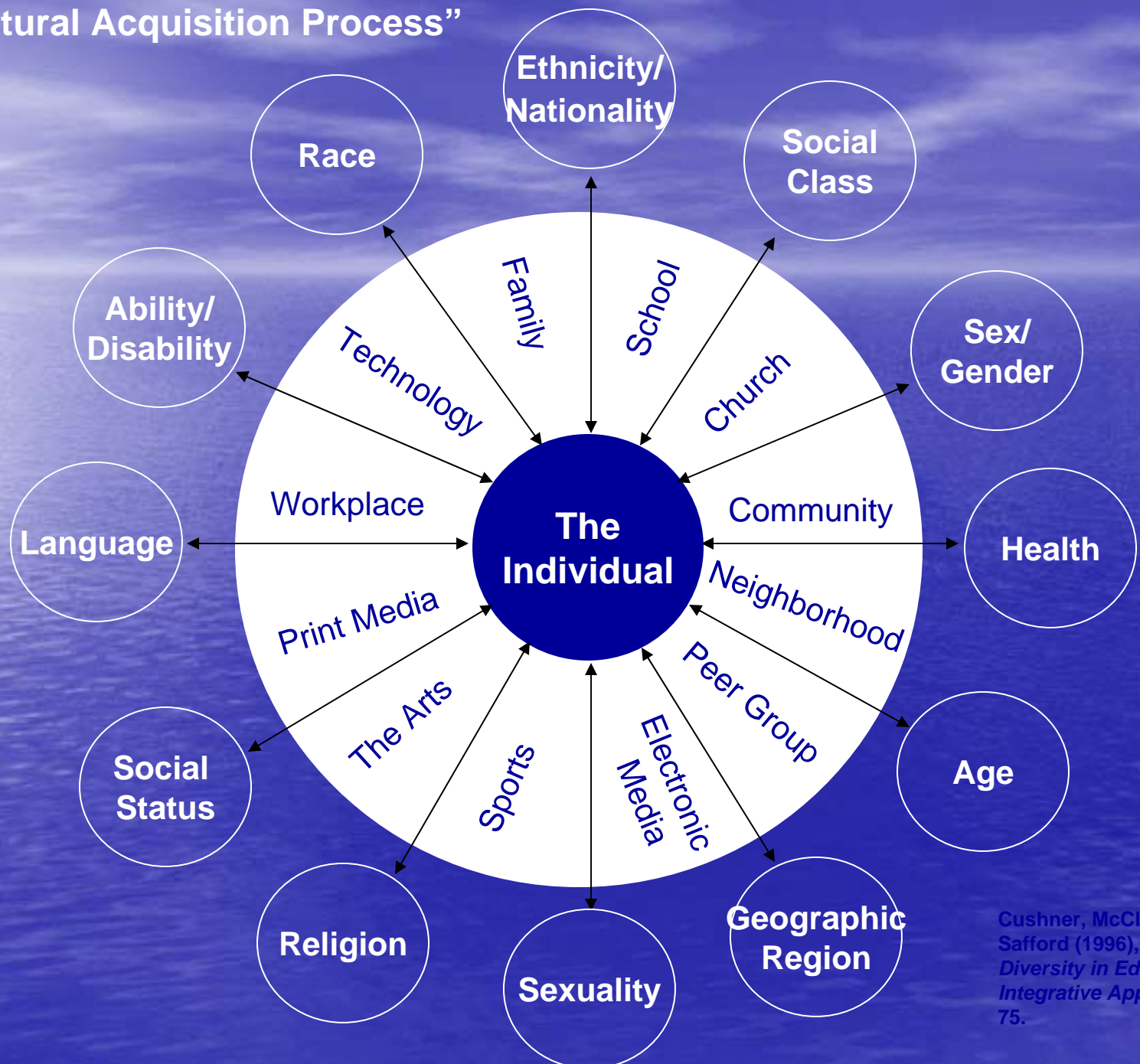


“Socializing Agents that
Transmit Culture”



Cushner, McClelland, &
Safford (1996), *Human
Diversity in Education: An
Integrative Approach*, p. 66

“The Cultural Acquisition Process”



Cushner, McClelland, & Safford (1996), *Human Diversity in Education: An Integrative Approach*, p. 75.

Why is it important to develop culturally competent skills to serve a diverse population of persons with disabilities?

Accessibility

Availability

Appropriateness

Ethical Issues

- To what degree are students/participants, regardless of their beliefs and attitudes, are encouraged to be open, reflective, and critical thinkers?
- To what degree may such inquiry place students in direct conflict with their families and the communities in which they live?



Prejudice Formation

- Observation
- Group membership
- Media
- Religious fundamentalism – the more orthodox or fundamental one's religious beliefs are, the greater the prejudice toward other religious and cultural groups is likely to be.

Oppression/Empowerment

- Dismiss
- Devalue
- Disregard
- Disempower
- be Present
- be Proud
- be Pertinent
- be Powerful

Empowerment

“Empowerment is a process of increasing personal, interpersonal, or political power so that individuals can take action to improve their life situation.”

Gutierrez, 1990

Thoughts

It is more than just language.

What are some of the other factors?

What is objective?

What is subjective?

Myths

- Lump sum – lumps all Asian Americans and Pacific Islanders together as a category
- Dim Sum – only those in the same group can understand each other, ignores the larger forces affecting all minority groups
- Zero Sum – the gains of one group represents a loss to another or other groups

Hawai`i as an Example

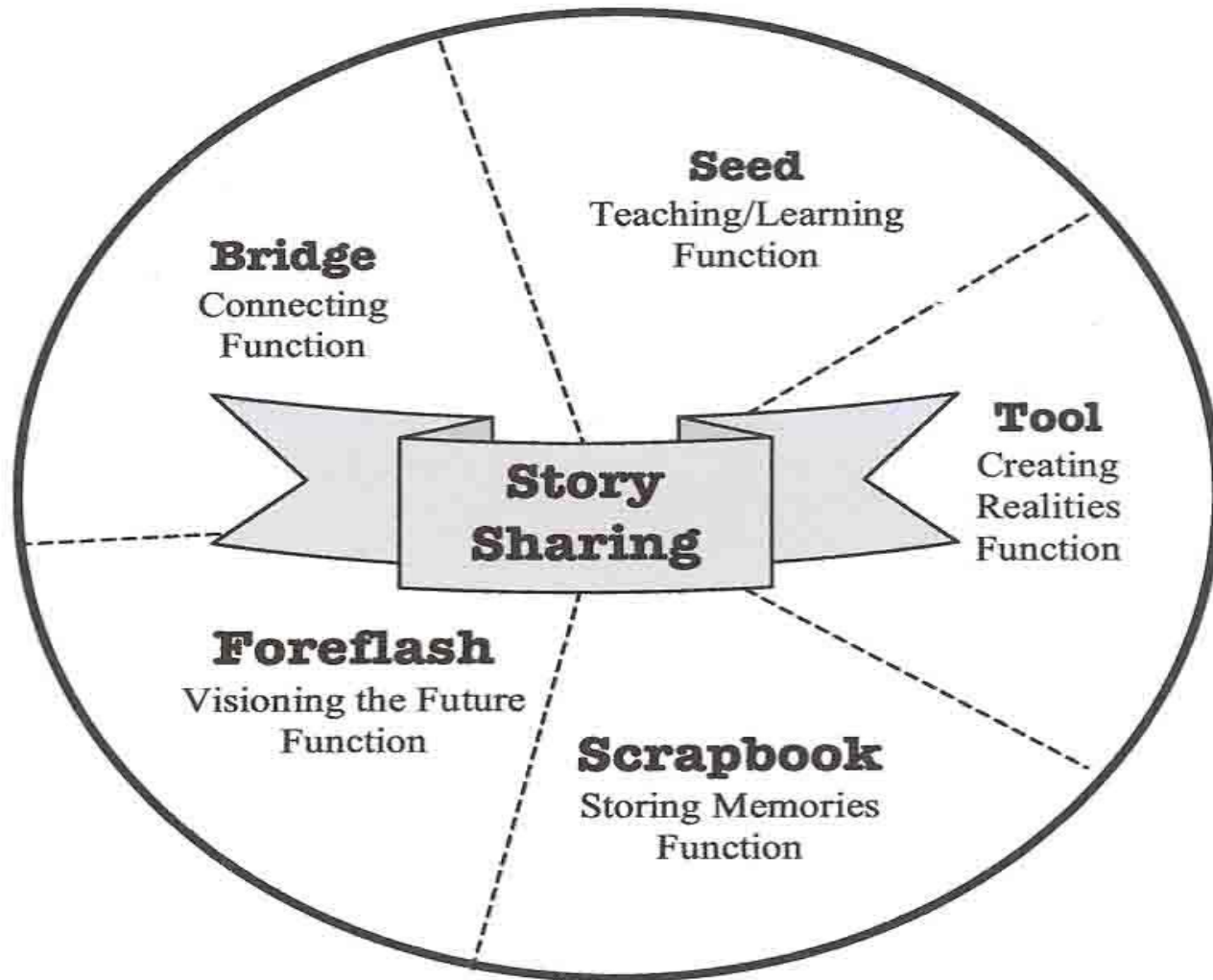
- No dominant ethnic majority
- “But not all are equal”
- Many different languages
- Language Access Act

Disability Cultural Issues

- Stigma
- Shame
- Disparities
- Independence
- Self-determination

Participatory Action Research (PAR)

- Traditional research has often allowed the dominant cultural perspective to prevail over minority.
- PAR provides a voice for cultural interpreters.
- PAR offers a means of scientifically documenting and translating non-Western experiences.



Self-Inventory

Discussion

The background is a smooth blue gradient, transitioning from a lighter blue at the top to a darker blue at the bottom. A bright sun flare is visible on the left side, creating a shimmering effect across the blue field.

Josh

References

Cushner K, McClelland A, Safford P (1996). *Human Diversity in Education*. New York: McGraw-Hill.

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Fumia M (1997). *One Family's Journey to Wholeness*. Berkeley: Conari Press

Gutierrez LM (1990). Working with women of color: An empowerment perspective. *Social Work, 35*: 149-154

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