



CULTURAL RESPONSIVENESS

An Introduction for Peer Professionals

MultiCultural Consultants, Ltd @2022

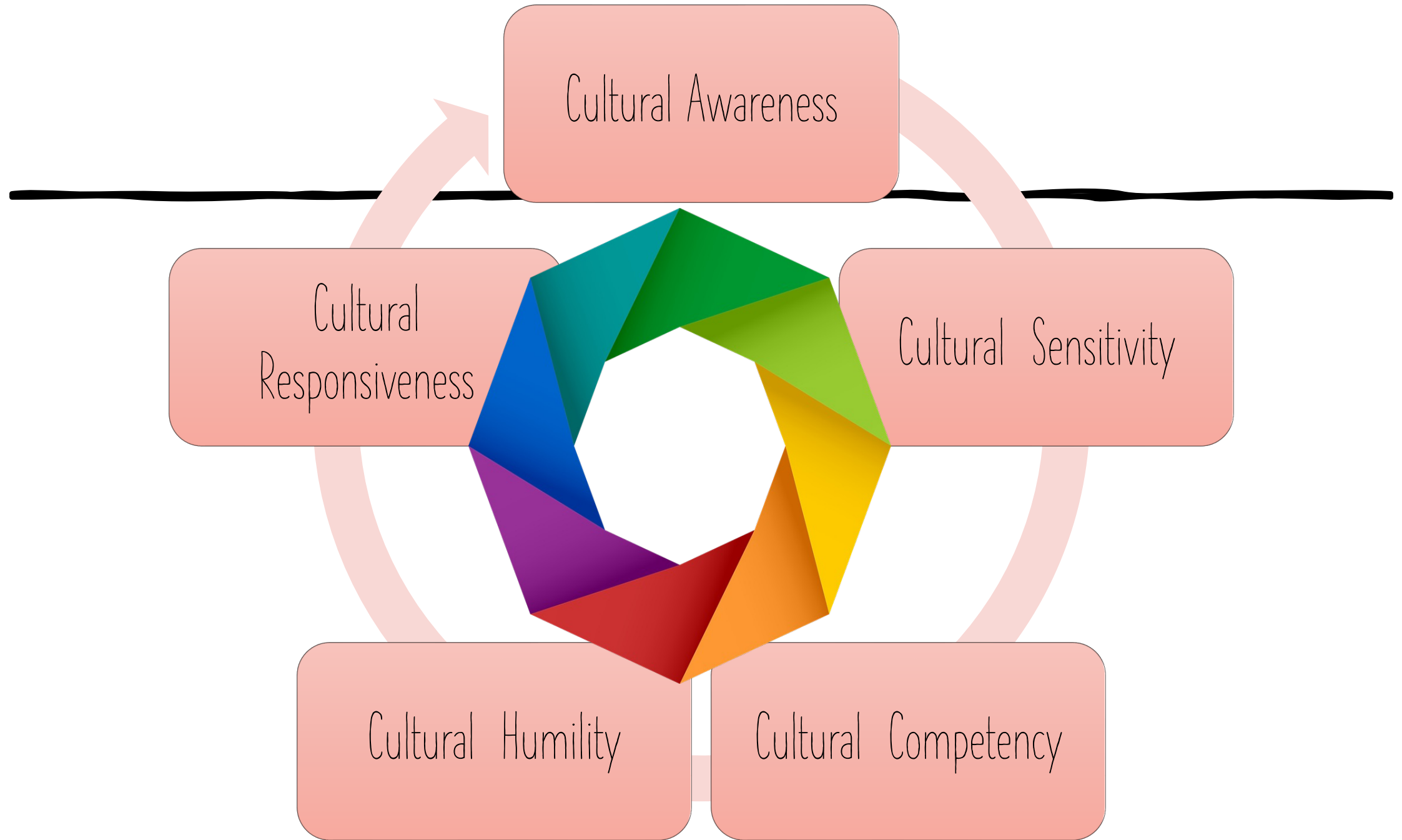
TRAINER INTRO

- *Debra BuffaloBoy, CADIC II, PWS, PSS, CRM*
- *Standing Rock Lakota Nation*
 - Administrator – MultiCultural Consultants
 - Exec BOD President/Ethics Committee – MHACBO
 - BOD/Spiritual Advisor – Painted Horse Recovery
- ***I HAVE NOTHING TO DISCLOSE***

TRAINING GOALS

Expand	Expand your understanding of terms & definitions
Improve	Improve your knowledge of historical perspectives of Culture Responsiveness
Explore	Explore the boundaries of Cultural Responsiveness
Address	Address a few ways to embody Cultural Responsiveness in our work
Develop	Develop a clearer vision of the benefits of Cultural Responsiveness in practice

PROGRESSION





The Philosophical Aspects of Cultural Difference

Ethnic Groups	Axiology	Epistemology
<p>EUROPEAN EURO-AMERICAN</p>	<p>HUMAN-OBJECT The highest value lies in the Object or in the acquisition of the Object</p>	<p>COGNITIVE One knows through counting and measuring</p>
<p>AFRICAN AFRO-AMERICAN</p>	<p>HUMAN-HUMAN The highest value lies in the interpersonal relationship between humans</p>	<p>AFFECTIVE One knows through symbolic Imagery and rhythm</p>
<p>ASIAN ASIAN-AMERICAN</p>	<p>HUMAN-GROUP The highest value lies in the cohesiveness of the Group</p>	<p>CONATIVE One knows through striving towards the transcendence</p>
<p>INDIGENOUS OF THE AMERICAS</p>	<p>HUMAN-MULTIVERSE The highest value lies in the balance of relations between humans, other beings and spirits of past, present and future</p>	<p>AFFECTIVE-ACTIVE One knows through activity, symbolic imagery and rhythm</p>

EQUALITY VS. EQUITY

- Equality indicates a system where everyone has the same opportunities and resources
- A "one size fits all" approach to human rights
- However, even if we all have the same opportunities, some of us may not be starting in the same place
- People may need different resources to meet expectations



CULTURAL HUMILITY

- The ability to maintain an interpersonal stance that is 'other-oriented' (or open to the other) in relation to aspects of cultural identity that are most important to the person.
- ..it is different from other culturally-based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.





CULTURAL HUMILITY

- "To practice cultural humility, we must have both an accurate view of ourselves and
- Respect for others without an attitude of supremacy or superiority." *Davis et al. (2011)*

It is a continuum of:

- Inward self-awareness
- Outward valuing of others and
- Upward growth. *(Hook et al. 2013)*

CULTURAL RESPONSIVENESS

- It is a new way of thinking about culture
- It means being open to new ideas that may conflict with your own ideas, beliefs, values and culture
- Being able to see these differences as equal
- Able to be respectful of everyone's backgrounds, beliefs, values, customs, knowledge, lifestyle & social behaviors
- It helps us provide culturally appropriate care and support
- So that people are empowered to manage their own recovery and well-being
- *Consumer Enablement Guide*



MAKING IT WORK

- Just like there are many roads to recovery our mentee's have individual ways of seeing their world, challenges, strengths and resources, keep an open mind.
- Think about how the mentee may be experiencing YOU based on their own perceptions and work to build rapport
- No one lives in a vacuum, you can make it known that you are open to certain topics by acknowledge what is happening in the world and asking how it is affecting them in their recovery.
- Steer clear of assumptions and generalizations based on stereotypes or your own prior experiences with mentees like them

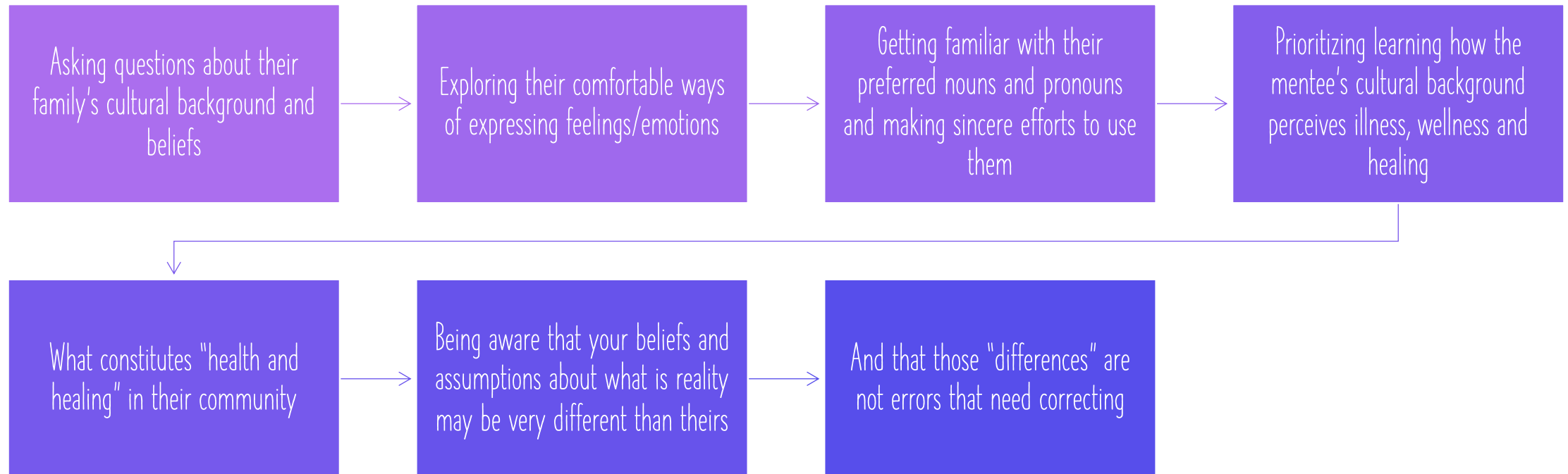


SELF ASSESS

- Tolerance= acknowledging there are differences between you and your mentee
- Inclusivity= asking them their social identities and cultural background and making it a part of your overall process
- Integration= is all of the above and having an environment, materials and staff reflective of diversity
- The goal for cultural responsiveness is demonstrating integration



CULTURALLY RESPONSIVE MEANS..





BENEFITS OF CULTURAL RESPONSIVENESS

- The culture in which a person lives impacts their attitudes, thoughts, feelings and actions..
- Being able to bridge the gap between our own cultural backgrounds and those of our mentees will:
 - *Strengthen, support and facilitate our role in helping folks plan their own future*

4 VALUABLE BENEFITS OF CR..

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- *It enhances our collective ability to:*
 - Foster a deeper understanding of the peer and how they feel, live their lives and navigate challenge and success
 - Signal the peer that they are seen as individuals and human beings deserving of health and happiness,
 - Effectively share culturally appropriate decision-making, the consequences and
 - Look out for the many possibilities and have the capacity to respond appropriately



TIPS FOR GETTING STARTED

- *Considering all aspects of culturally responsiveness can be overwhelming. To get started, choose one and go from there.*
 - Develop awareness of your own culture(s)
 - Develop awareness of other cultures
 - Find local support services
 - Keep learning and
 - Be patient, it's a process



Q & A

There is no such thing as a "dumb question"

