



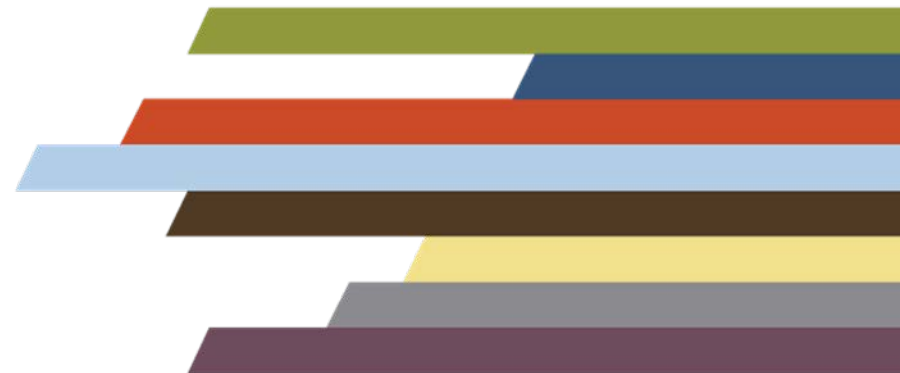
South Southwest (HHS Region 6)

PTTC

Prevention Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

November 4, 2020

# People of Color Learning Community Session 4



# Disclaimer

---

This work is supported by awards 6UR1TI080205-02M002, SM081726 and 1H79SP081006-01 from the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration.



South Southwest (HHS Region 6)

PTTC

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# Facilitator

---



**Albert Gay**  
**PTTC Associate**

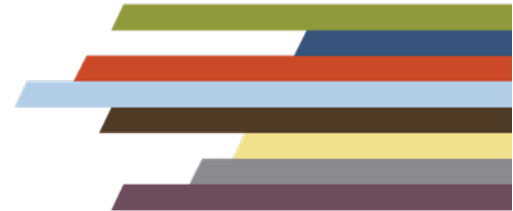


South Southwest (HHS Region 6)

**PTTC**

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# Agenda

---

- Welcome
- Purpose/Objectives
- Cultural Competence: What Does that Mean?
- Questions and Discussion
- What's Next

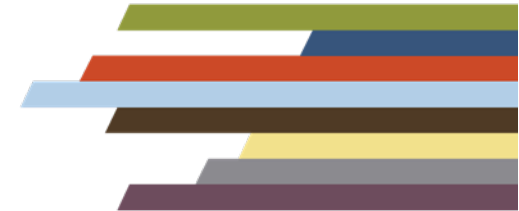


South Southwest (HHS Region 6)

PTTC

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# The Purpose

---

The purpose of the learning community is to share strategies for creating change that lead to positive outcomes in communities of color.



# Our Learning Objectives

---

- Use the cultural competence continuum to identify current organizational capacity to provide services in communities of color.
- Identify the steps to creating an open dialogue with communities of color to better include each community's values, beliefs, culture, and language throughout service delivery.

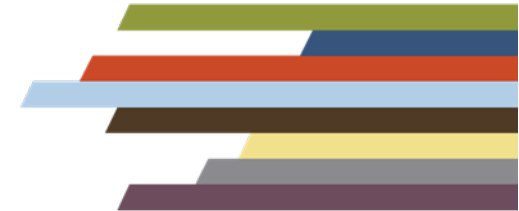


South Southwest (HHS Region 6)

PTTC

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# Presenter

---



**Terry L. Cross, DHL (hon),  
MSW, ACSW, LCSW  
Seneca Nation of Indians,  
Bear Clan**

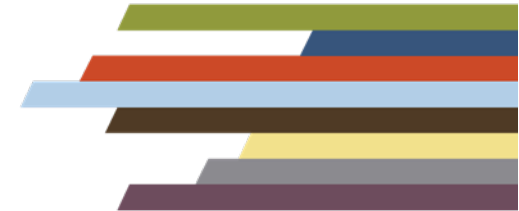


South Southwest (HHS Region 6)

**PTTC**

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# Cultural Competence: What Does it Mean?

South Southwest Prevention Technology Transfer  
Center

(Region 6)

People of Color Learning Community

November 4, 2020



**NICWA**

National Indian Child Welfare Association  
*Protecting Our Children • Preserving Our Culture*

**Terry L. Cross, DHL (hon), MSW, ACSW,  
LCSW**

**Seneca Nation of Indians, Bear Clan**



# What is “culture”?

- The integrated pattern of human knowledge, belief, and behavior.
- The customary beliefs, social norms, and material traits of a racial, religious, or social group.



**NICWA**

National Indian Child Welfare Association  
*Protecting Our Children • Preserving Our Culture*

# What is “competence”?

- The state of being “competent”
- “having the capacity to function or develop in a particular way; *specifically*: having the capacity to respond” (Webster’s Dictionary).



**NICWA**

National Indian Child Welfare Association  
Protecting Our Children • Preserving Our Culture

# Individual Cultural Competence

“The state of being capable of functioning effectively in the context of cultural differences”



**NICWA**

National Indian Child Welfare Association  
Protecting Our Children • Preserving Our Culture



# Elements of Cultural Competence

1. Awareness and acceptance of difference
2. Awareness of own cultural values
3. Understanding the “dynamics of difference”
4. Development of cultural knowledge
5. Ability to adapt practice to fit the cultural context



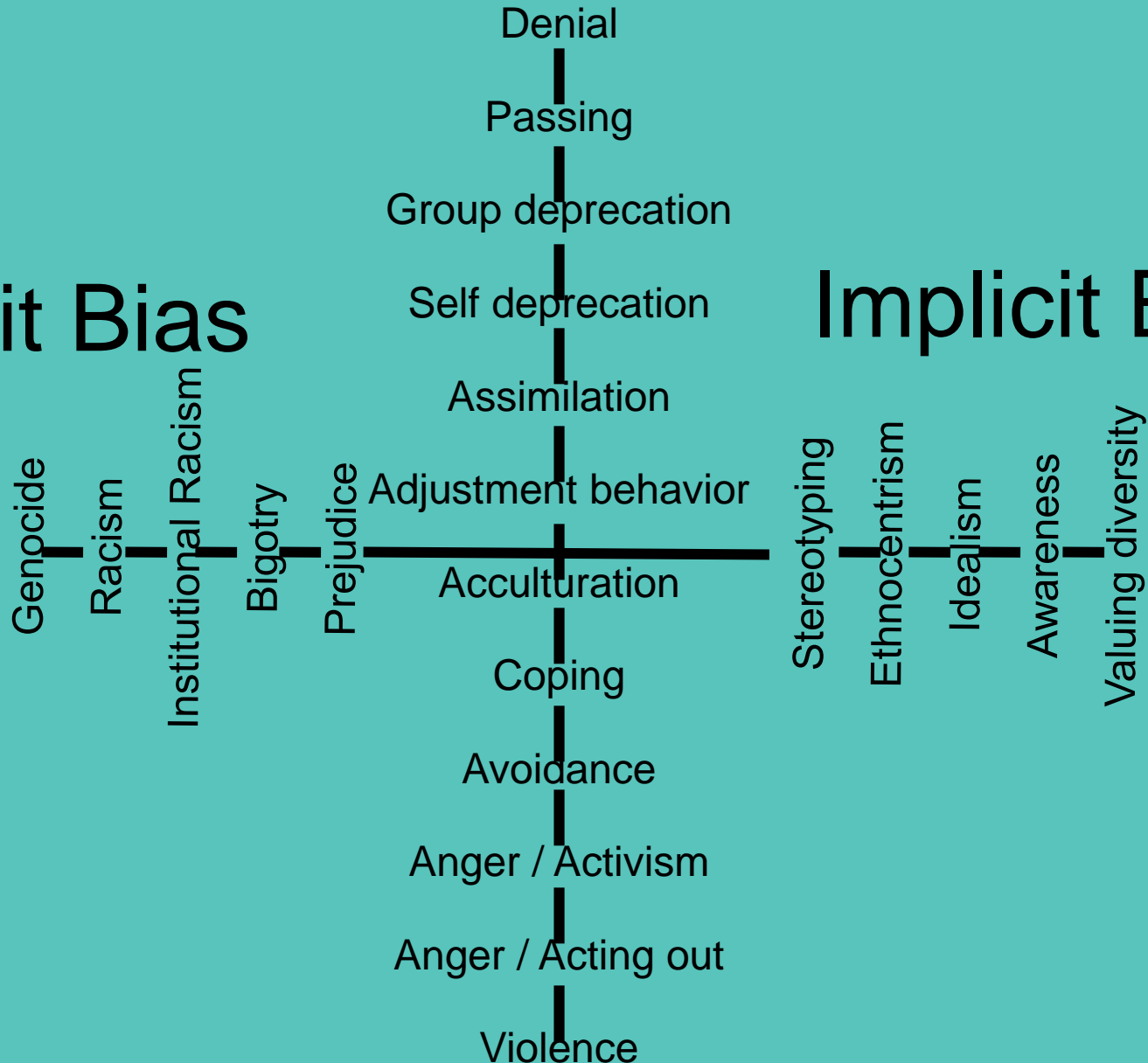
**NICWA**

National Indian Child Welfare Association  
*Protecting Our Children • Preserving Our Culture*

# Dynamics of Difference

## Explicit Bias

## Implicit Bias



NICWA

# Necessary but not Sufficient for Human Services

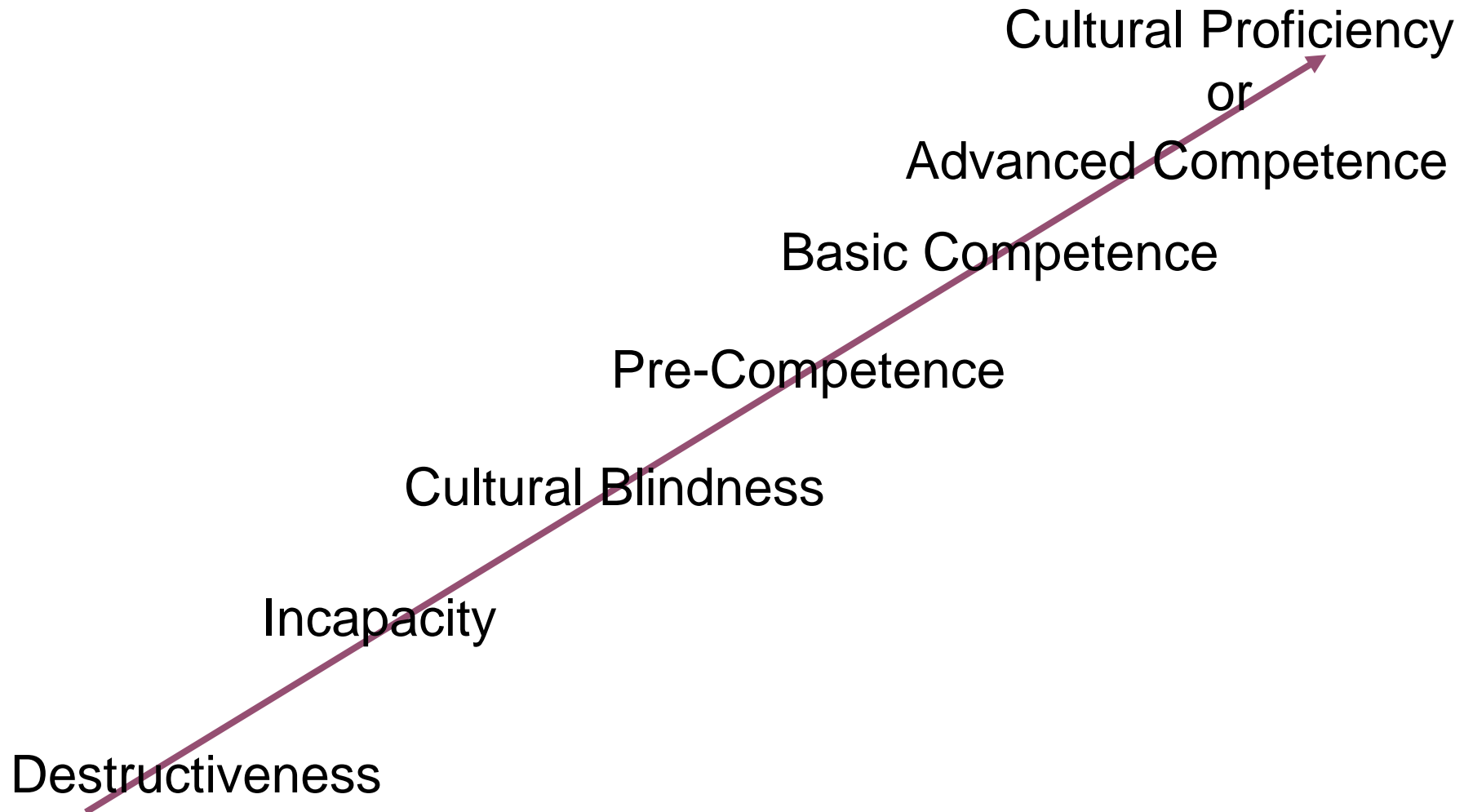
- Cultural sensitivity
- Equity and inclusion
- Cultural humility
- Cultural awareness
- Cultural relevance
- Diversity awareness
- Cultural agility

All of these  
+  
Specific Skills  
= Cultural  
Competence

# What Sets Cultural Competence Apart

- Ability to adapt practice to fit the cultural context
- Organizational adaptation to diversity
  - Policies
  - Values
  - Structure
  - Services
- Not a destination but a journey
- Not just a personal responsibility!
- A professional and organizational standard!

# Cultural Competence Continuum





# Organizational Cultural Competence

“A set of congruent practice skills, attitudes, policies, and structures, which come together in a system, agency or among professionals and enable that system, agency or those professionals to work effectively in the context of cultural differences.”



**NICWA**

National Indian Child Welfare Association  
Protecting Our Children • Preserving Our Culture



# Organizational Elements of Cultural Competence

1. Valuing diversity
2. Cultural self-assessment of organization
3. Managing for the dynamics of difference
4. Institutionalization of cultural knowledge
5. Adaptation to diversity
  - Policies
  - Values
  - Structure
  - Services



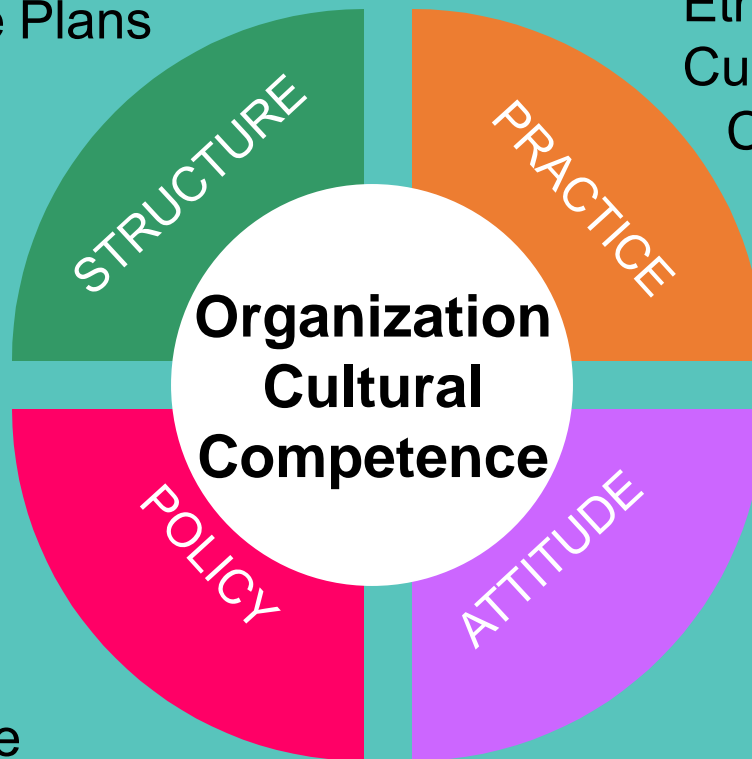
**NICWA**

National Indian Child Welfare Association  
*Protecting Our Children • Preserving Our Culture*

# Organizational Components

Advisory Committees  
Review Procedure  
Cultural Consultants  
Cultural Competence Plans  
Cultural Coordinator  
Facility/Décor  
Job Descriptions

Extended Family Support  
Identity Enhancement  
Values Clarification  
Ethnographic Interviewing  
Cultural Assessment  
Clinical/Cultural Plans  
Context Stretching  
Cross-cultural  
Supervision



Agency Standards  
Mission Statement  
Job Qualifications  
Cultural Competence  
Policy Statement

Self-Assessment  
Training (Bias, etc.)  
Increased Contact  
Staffing  
Collaboration



# Questions?



**NICWA**

National Indian Child Welfare Association  
*Protecting Our Children • Preserving Our Culture*

Thank you!

Terry L. Cross, DHL (hon), MSW,  
ACSW, LCSW

[terry@nicwa.org](mailto:terry@nicwa.org)

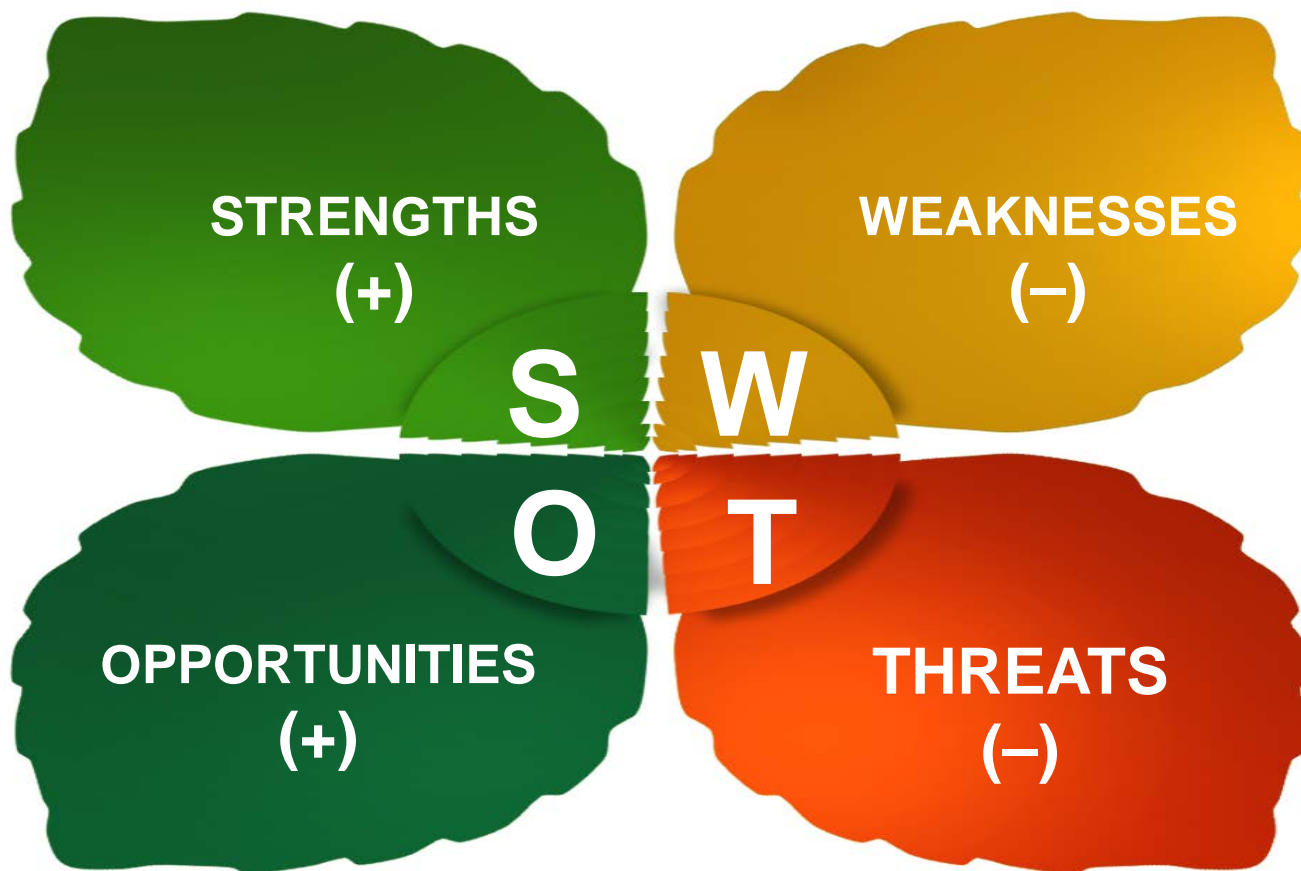


**NICWA**

National Indian Child Welfare Association  
*Protecting Our Children • Preserving Our Culture*

**[www.nicwa.org](http://www.nicwa.org)**

# SWOT Analysis Follow Up

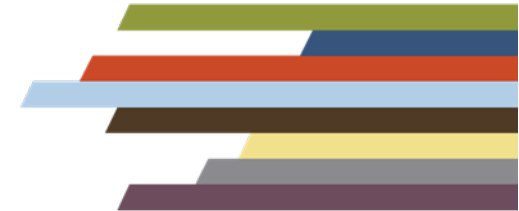


South Southwest (HHS Region 6)

**PTTC**

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# What's Next?

---



Please save the date for the final session in the People of Color Learning Community series.

**December 1, 2020**

Time: 1:00 p.m. MT / 2:00 p.m. CT

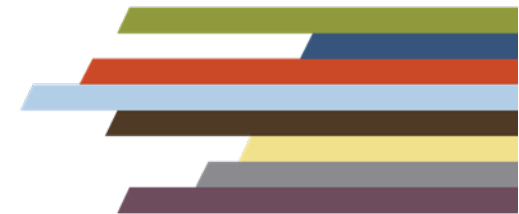


South Southwest (HHS Region 6)

**PTTC**

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration



# Connect with Us!

---

## PTTCNETWORK.ORG



[Join our mailing list!](#)



[Watch the website for future events!](#)



[Download resources!](#)



[Use, provide feedback, share and promote new products!](#)



[Check out the PTTC Pandemic Response Resources page](#)



Ask us! Access TA from the PTTC

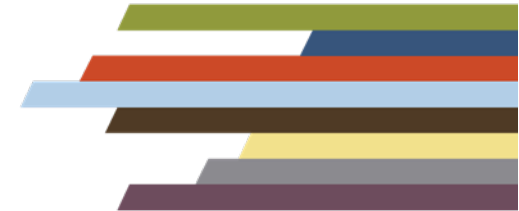
South Southwest (HHS Region 6)



PTTC

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration





# Thank you

---

If you have questions or comments, contact:

LaShonda Williamson-Jennings

SSW PTTC Co-Director

[lwilliamson@ou.edu](mailto:lwilliamson@ou.edu)



South Southwest (HHS Region 6)

PTTC

Prevention Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

