

# Cultural Competency

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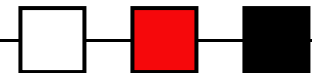
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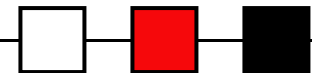
# Learning Objectives

-  To prepare in the best way possible to understand and work toward a culturally competent environment at work.
-  To gain a deepened understanding of personnel and the many diversity issues and their importance in the work we do.
-  To be in tune with what areas we need to work on, individually and collectively, as well as being in tune with what our strengths are.
-  To share our expertise / experience with wonderful ways to manage and supervise our colleagues.



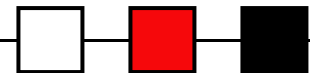
# Today, We will explore...

- Who Wants More?
- Everyone Is Valued!
- Commitment to Cultural Competency
  - Intent v. Impact



“Not everything that is faced can be changed. But nothing can be changed until it’s faced.”

~ James Baldwin

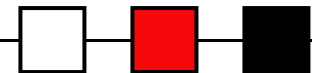


# Cultural Competence

Cultural competence refers to an ability to interact effectively with people of different cultures. Cultural competence comprises four components:

- (a) Awareness of one's own cultural worldview
- (b) Attitude towards cultural differences
- (c) Knowledge of different cultural practices
- (d) Cross-cultural Skills.

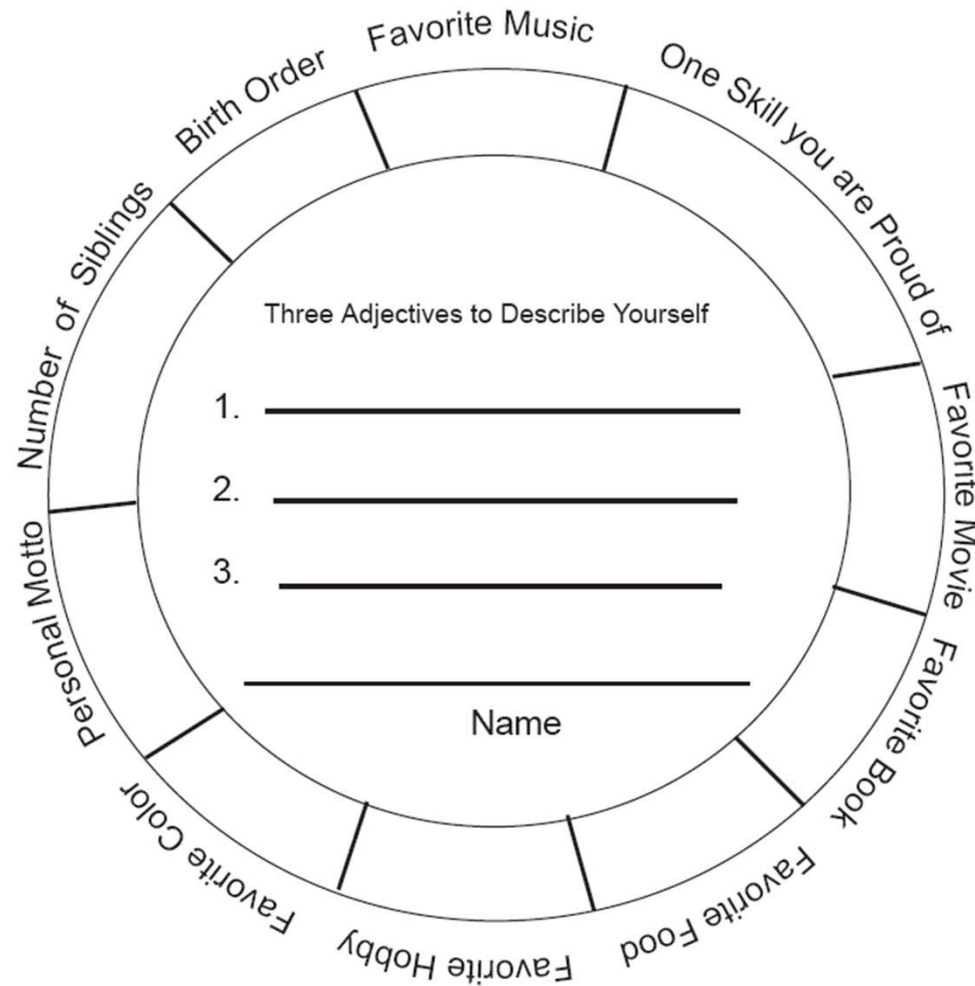
Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.



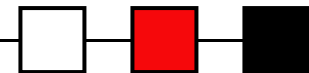
# Creating cultural competency in your court

## Personal Identity Wheel

(Adapted from "Voices of Discovery", Intergroup Relations Center, Arizona State University)



A circular diagram titled "Personal Identity Wheel" designed for self-reflection. The center contains the text "Three Adjectives to Describe Yourself" followed by three numbered lines (1., 2., 3.) and a line for "Name". The outer ring is divided into ten segments, each labeled with a personal characteristic: "Number of Siblings", "Birth Order", "Favorite Music", "One Skill you are Proud of", "Favorite Movie", "Favorite Book", "Favorite Food", "Favorite Hobby", "Favorite Color", and "Personal Motto".

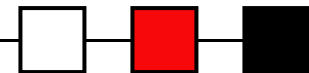
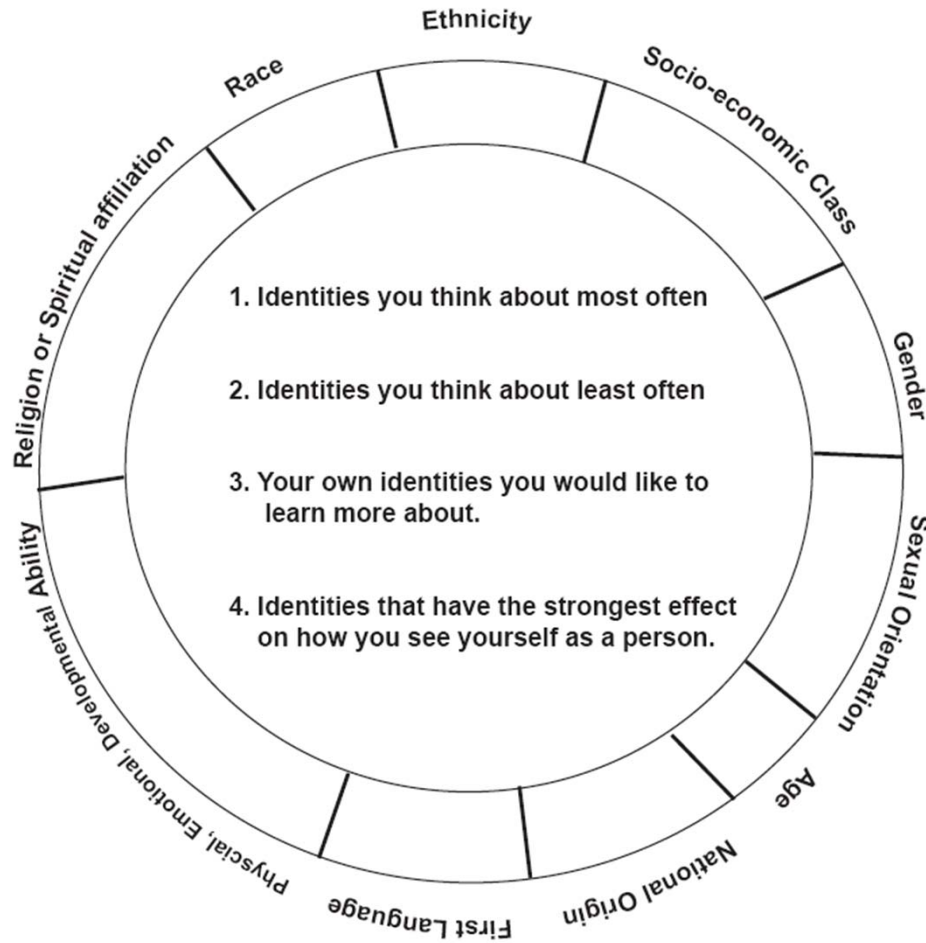


# Creating cultural competency in your court

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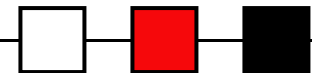
## Social Identity Wheel

(Adapted from "Voices of Discovery", Intergroup Relations Center, Arizona State University)



“A young child...asks his mother why the man in the grocery store is so dark. Instead of answering, his mother tells him to be quiet, which tells the child it's **not** okay to discuss differences.”

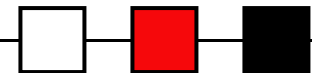
~ Beverly Daniel Tatum



## Creating cultural competency in your court

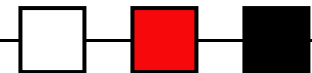
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QuickTime™ and a  
TIFF (Uncompressed) decompressor  
are needed to see this picture.

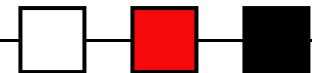


# Our Commitment...

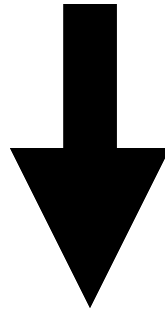
How do we commit to one another in our work and personal lives to show the kind of respect, honor and support through the lens of cultural competence?



impact  
vs.  
intent



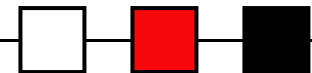
# Dominant



# Subordinated

Example:

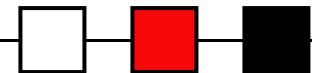
men : women



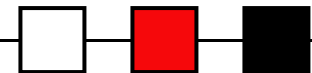
When a dominant group member says/does something hurtful or inappropriate, their tendency is to explain their intent.

Examples:

- I didn't meant it
- It was just a joke
- I didn't do it on purpose



When a subordinate group member receives something hurtful from a dominant group member, The result or, the impact often causes an adverse reaction and often stops dialogue.

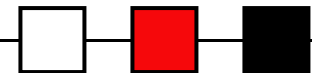


# intent

- Best intentions
- No ill-will
- I didn't know
- No one ever told me

- This is my life
- Yet again...
- Ignorance
- History / Story
- Worst intentions

# impact



# Concluding Thoughts...



Cultural Competence involves everyone!



Everyone is Valued!



Be willing to take “Baby Steps!”



Tell Your Story!

Any questions?

Thank you so much for your time!

