

**Cultural Competency**

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CREATING CULTURAL COMPETENCY IN YOUR COURT

## 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.

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## Today, We will explore...

- Who Wants A Better Work Environment?
  - Everyone Is Valued!
- Commitment to Cultural Competency
  - Intent v. Impact

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**"NOT EVERYTHING THAT IS FACED CAN BE CHANGED. BUT NOTHING CAN BE CHANGED UNTIL IT'S FACED."**

- James Baldwin

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## 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.

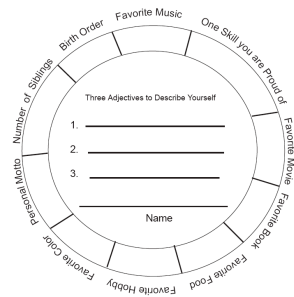
Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.

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Personal Identity Wheel  
(Adapted from "Voices of Experience", Intergroup Relations Center, Arizona State University)



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

The Social Identity Wheel is a circular diagram with four concentric rings. The outermost ring lists identity categories: Ethnicity, Socio-economic Class, Gender, Sexual Orientation, Age, National Origin, First Language, Physical Features, Personality, and Religion or Spiritual Affiliation. The inner rings contain the following text:

1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about.
4. Identities that have the strongest effect on how you see yourself as a person.

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"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

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The poster features the title "Baby Steps..." in red script, with "BILL MURRAY" and "RICHARD DREYFUSS" below it. The central image shows a man and a woman in a friendly interaction. At the bottom, it says "What About Bob?" in a stylized font. A quote at the bottom reads: "Bob's a special kind of friend. The kind that drives you crazy."

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*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?

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impact  
vs.  
intent

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Dominant  
↓  
Subordinated

Example:  
men : women

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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

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When a subordinate group member receives something disrespectful, harmful, oppressive, etc. from a dominant group member,

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The result or, the impact often causes an adverse reaction and often stops dialogue. When we are "shut down" in conversation and in other areas of our lives, how can we engage one another?

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INTENT

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

IMPACT

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

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*Concluding Thoughts...*

- Cultural Competence involves everyone!
- What do you do at work, to show that you VALUE everyone?
- How do we "show up" for one another?
- "Baby Steps" to cultural competency
- Be willing to step out there and tell your Story!

*Any questions?  
Thank you so much for your time!*

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*Kyle S. Clark*

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