

Cultural Consciousness

“Do the best you can until you know better.
Then when we know better, we do better.”

Maya Angelou

What You Will Learn

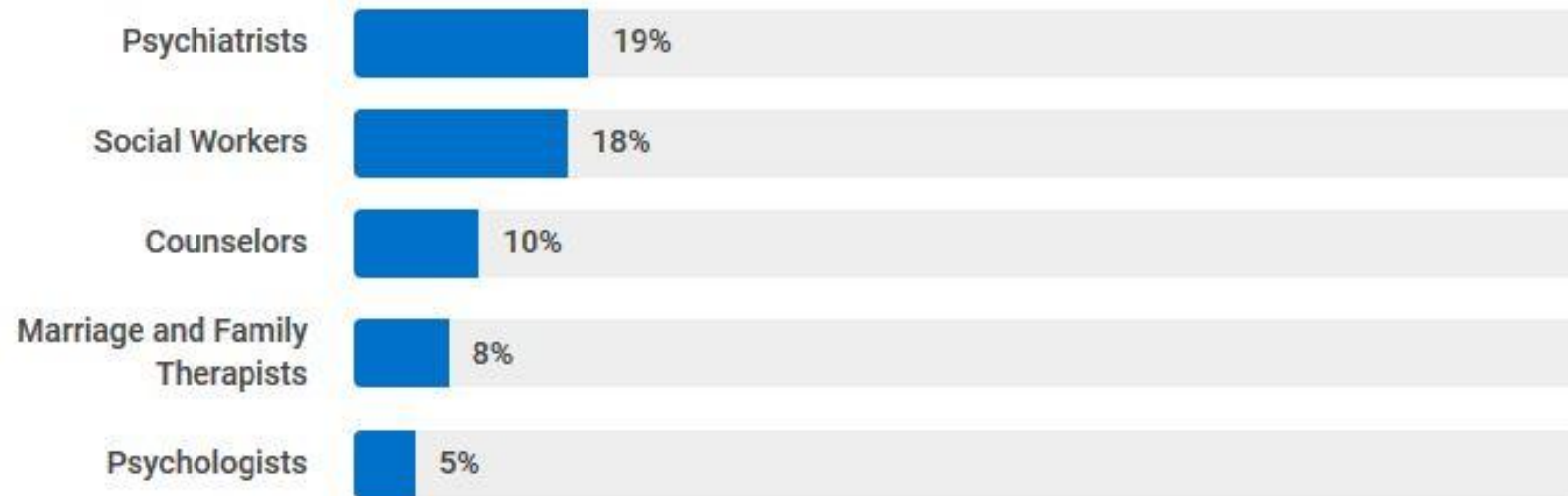
- Understand
 - Cultural consciousness
 - Dimensions of diversity
 - The continuum of cultural consciousness
- Identify similarities in values, beliefs, attitudes, and behavior
- Express a positive perspective regarding sensitivity and respect for the values and attitudes of others
- Appreciate the value of diversity in the workplace and the community

Why is cultural consciousness important?

- Minimizes fears and anxieties by addressing unfounded stereotypes
- Enhances the “brain pool” through respect for others’ inherent experiences and knowledge
- Increases problem-solving skills by bringing everyone’s strengths to the table
- Chips away at systemic racism and fosters a healthier society for generations to come
- Addresses the issue of crime through equity, justice, and fairness

Why is it important?

Percentage of racial and ethnic minorities in the behavioral health workforce



Ground Rules

- Be present.
- Take responsibility for learning.
- Be open and reflective.
- Contribute to the learning.
- Seek to understand, then to be understood.
- Have fun!
- Take back what you learn.

Housekeeping

- Cultural consciousness can be an intense topic for some people. Please respect each other's opinions.
- Everyone is on a different journey. Please respect where others are on their journey and allow them room to grow.
- If you need a break, please do so with one condition: Give us a thumbs up if you're okay. Otherwise one of us will follow you to make sure you are okay.

Implicit Bias Test

- Which test did you take?
- What did you learn about yourself?
- Do you think the test is valid?



Puzzle Activity



Jax and Reddy

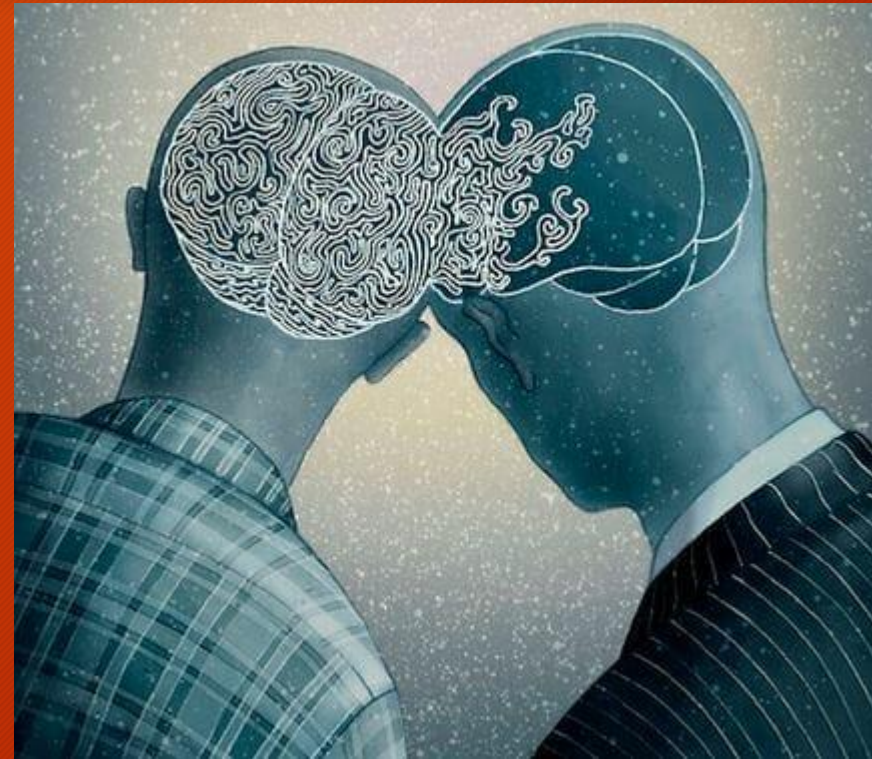
“Here's a picture of Jax and Reddy from their Christmas program. I'm sure you all see the resemblance. If this isn't proof that hate and prejudice is something that is taught I don't know what is. The only difference Jax sees in the two of them is their hair.”



Definitions

culture - integrated patterns of human behavior including language, thoughts, actions, customs, beliefs, values, and institutions that unite a group of people.

- Generally accepted without question and passed along by communication and imitation from one generation to the next
- Culture is a learned behavior. It is shared, adapted, and constantly changing.



Culture

Shared Values	Language
Holidays	Art and Music
History and geography	Folklore and Stories
Religion and Healing	Disabilities

Sexuality

LGBTQIA+ - lesbian, gay, bisexual, transgender, queer, intersex, asexual or ally,...

gender - the behavioral, cultural, or psychological traits typically associated with one sex

sexual orientation - a person's sexual identity or self-identification as bisexual, heterosexual, homosexual, pansexual, etc.

homophobia - dislike of or prejudice against homosexual people

Generations

Traditionalists

1925-47

Baby Boomers

1947-64

Gen X

1965-80

Gen Y/Millennials

1981-1995

Gen Z

1996-present

The “-isms” and “-phobias”

racism - a belief that some groups are inherently inferior to others and, therefore, should be dominated by others; presumably inherently superior

ethnocentrism - a group of people within a larger society having real or accepted common ancestry, memories of a shared historical past, and a cultural focus on one or more symbolic elements which help to define them as people

The “-isms” and “-phobias”

- sexism - prejudice, stereotyping, or discrimination, typically against women on the basis of sex
- xenophobia - fear of or prejudice against people from other countries

Definitions

prejudice - an opinion, prejudgment, or attitude about a group or its individual members

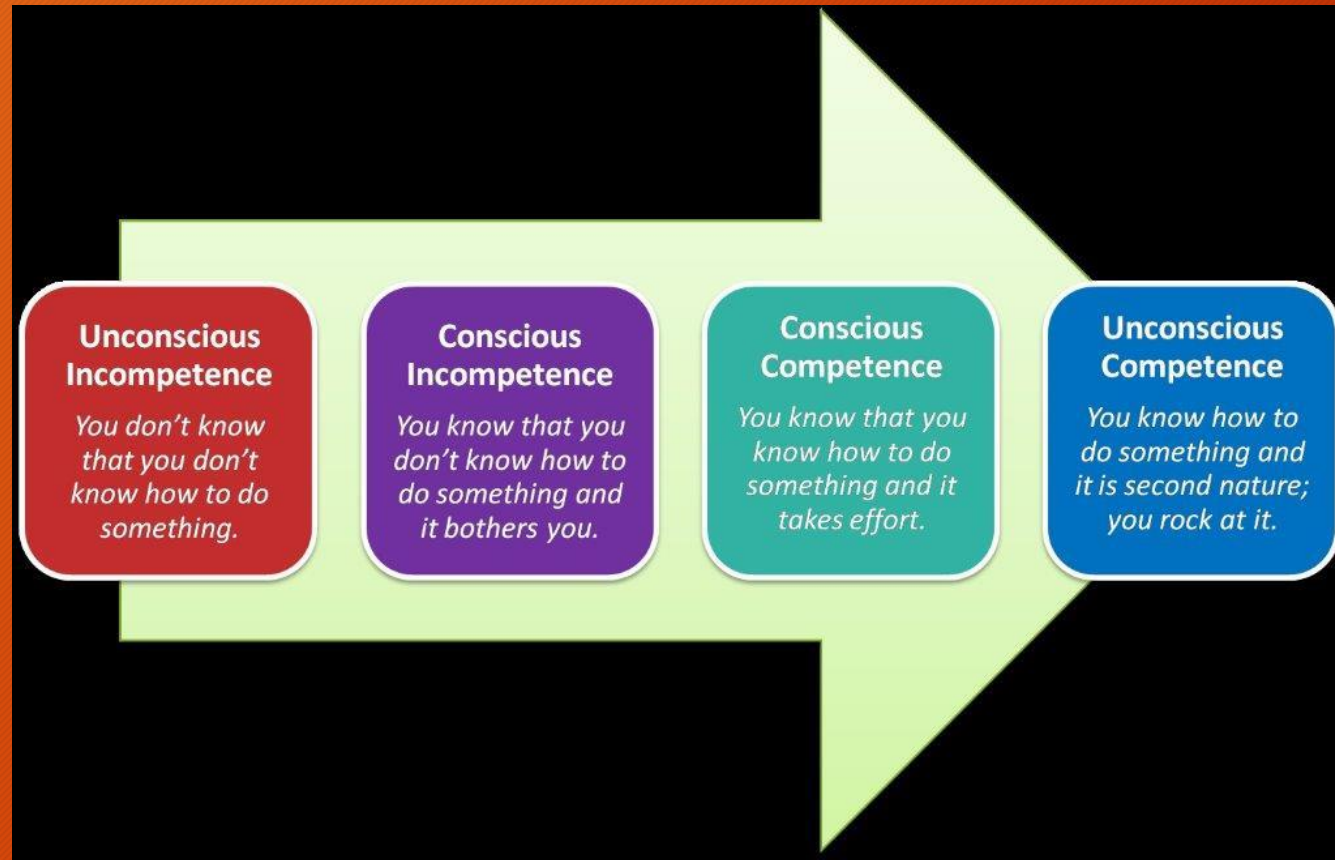
stereotype - an exaggerated belief, image, or distorted truth about a person or group of people

bias - the tendency to move towards what is similar to oneself and away from what is different

Cultural Consciousness

cultural consciousness - the state of being totally aware of your own culture while still being able to **understand, appreciate, and value** other cultures and the differences that exist between them.

Continuum of Cultural Consciousness



The Impact of Assumptions

assumption - a thing that is accepted as true or as certain to happen,... without proof

**YOUR ASSUMPTION,
AND THE TRUTH, DINE
AT TOTALLY
SEPARATE TABLES**

J MICHAEL STRACZYNSKI

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“We see things as we are, not as they are.”

- “Culture is not conscious to us. When we were born, we learned to see and do things at an unconscious level. Our experiences, values, and cultural background lead us to say and do things in a particular way.”
- Sometimes we have to step outside our own cultural boundaries in order to realize the impact that our culture has on our behavior.

Cultural Humility

Cultural humility emphasizes:¹⁵

A continuous process of self-reflection examining one's biases and stereotypes



An openness to learning more about clients' cultures, perspectives, beliefs, values, and worldview



Prioritizing the client's culture, perspective, beliefs, values, and worldview



Acknowledging one's limitations



Continued growth and development over time



5 Steps to Cultural Consciousness/Humility



1. Admit that you don't know.

- We have all been socialized to believe many myths and misconceptions, and none of us remain untouched by biases.
- If you don't know something or don't know the best way to handle it, seek help or information.
- Practice not getting defensive when discriminatory attitudes or behaviors are pointed out to you.

2. Expect tension and conflict and learn to manage it.

- “When something is dying, it puts up a fight.”
- Face your fears and discomforts and remember that tension and conflict can be positive forces that foster growth.

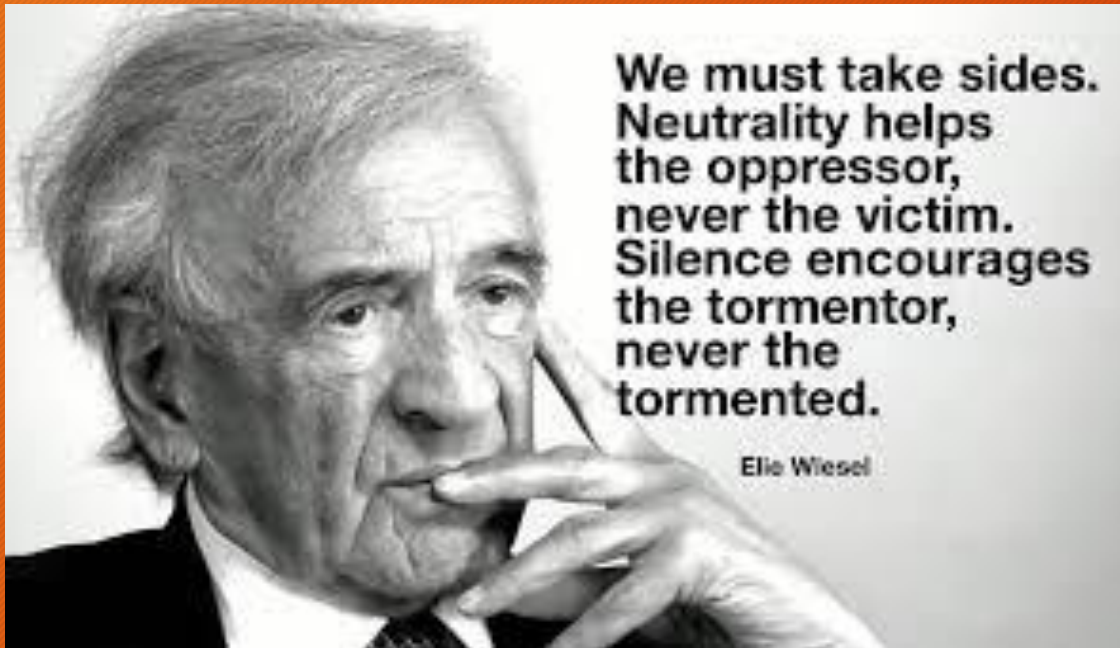
3. Suspend judgment.



- Don't minimize, trivialize, or deny people's concerns.
- "Walk a mile in their shoes."
Make an effort to see the situation through their eyes.



Challenging discriminatory attitudes and behavior with empathy



- Be non-judgmental but know the bottom line: Issues of human dignity, justice, and safety are non-negotiable.

4. Practice empathy.

- Show respect for **ALL** people.
- “He will reply, ‘Truly I tell you, whatever you did not do for one of the least of these, you did not do for me.’” Matthew 25:45 NIV

5. Celebrate diversity!

- Acknowledging obvious differences is not the problem, but placing negative value judgments on those differences is.
- Stereotyping is always hurtful because it generalizes, limits, and denies people's full humanity.



The Beauty of Diversity

What is the difference between the dark, inner circle and the outer, more colorful circle?



The Heart Transplant Experiment



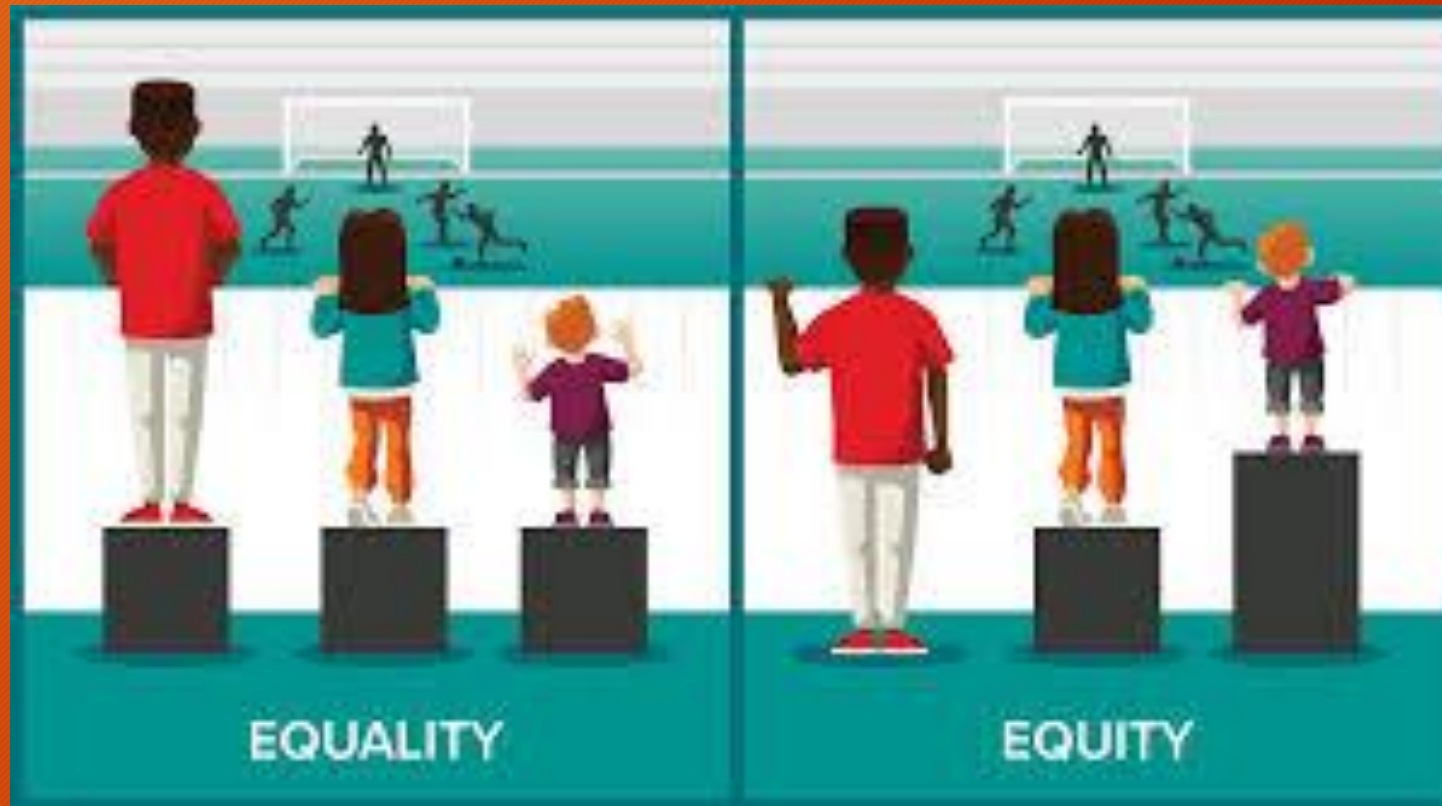
Diversity, Equity, and Inclusion (DEI)

- **Diversity:** The quality of being different and unique through diverse values, experiences, perspectives, and voices, as well as diversity among individuals and groups across multiple dimensions. These dimensions include, but not limited to race, ethnicity, skin color, nationality, age, gender, sexual orientation, gender identity and expression, mental and developmental abilities, physical ability, religious belief, marital status, political affiliation, language differences, parental status, culture, socioeconomic status, education and physical appearances. Individuals may affiliate with multiple identities.

Diversity, Equity, and Inclusion (DEI)

- **Equity:** The fair and just treatment, access, opportunity and advancement to empower individuals and groups, while identifying and eliminating barriers that prevent their full participation. Equity requires the commitment to increasing justice and fairness within the policies, procedures and distribution of resources within our institutions, systems and society.
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- **Inclusion:** The act of creating an environment where all people feel represented, respected, supported, heard and able to do their personal best. It is a culture that encourages collaboration, belonging, flexibility, connectedness and fairness; and leverages diversity so that all employees can participate and contribute fully. Inclusion requires the deliberate recognition of unconscious or implicit bias.

Equality vs. Equity



Diversity vs. Inclusion



National Diversity, Equity and Inclusion Statement



Volunteers of America®

Action Plan

Based on what I have learned, discovered, and experienced, I commit to the following three actions:

1. I will stop...
2. I will start...
3. I will continue...

Sources

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Test

- Click to [Here](#) access the online test.