



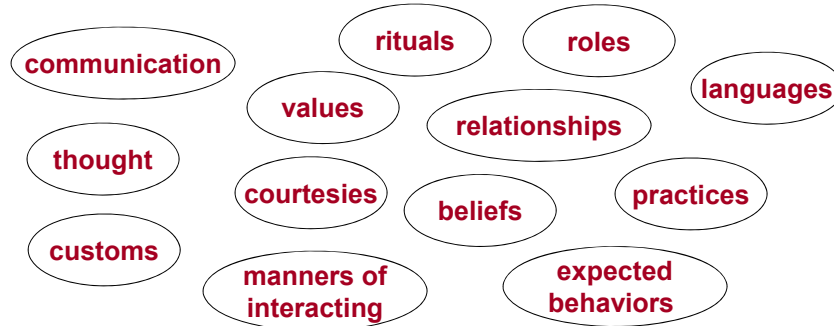
TECHNICAL ASSISTANCE INSTITUTE
CLC Starts with ME! Getting Started and Moving Onward with Cultural
and Linguistic Competence?
July 12, 2017



SESSION OBJECTIVES

- Identify values, policies and procedures DD Councils use to demonstrate commitment to cultural and linguistic competence
- Explore challenges and successes related to planning, implementing and evaluating CLC efforts and initiatives
- Cite 4 approaches to getting started or moving onward with CLC

Culture is the learned and shared knowledge that specific groups use to generate their behavior and interpret their experience of the world. It includes but is not limited to:

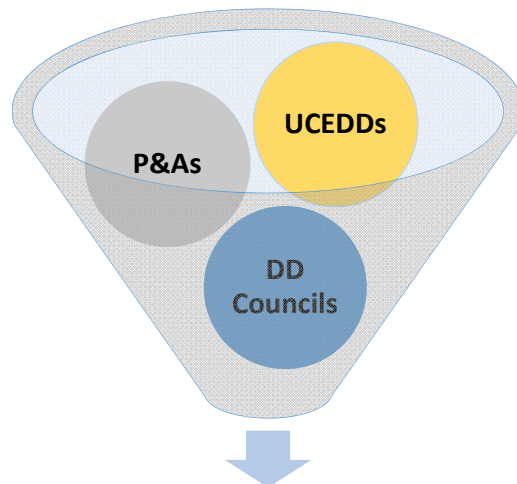


Culture applies to racial, ethnic, religious, political, professional, and other social groups. It is transmitted through social and institutional traditions and norms to succeeding generations. Culture is a paradox, while many aspects remain the same, it is also dynamic, constantly changing.

Data Source: Gilbert, J. Goode, T., & Dunne, C., 2007.

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ORGANIZATIONAL CULTURE

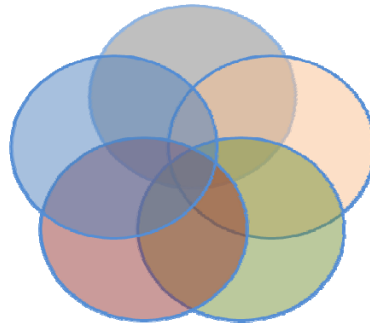


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T.D. Goode

Multiple Cultural Identities



Intersectionality

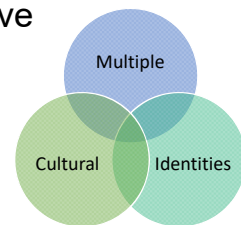
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MULTIPLE CULTURAL IDENTITIES

The extant literature indicates that we as human beings have multiple cultural identities that can be grouped as follows.

- Categorization – people identify with one of their cultural groups over others
- Compartmentalization – individuals maintain multiple, separate identities within themselves
- Integration – people link their multiple cultural identities



Data Sources:

Seth J.J. Schwartz, Koen Luyckx, and Vivian L.K. Vignoles (Eds.) Handbook of Identity Theory and Research. Springer. 2001.

Verónica Benet-Martínez and Ying-yi Hong (Eds.) The Oxford Handbook of Multicultural Identity. Oxford University Press. 2014.

Chao, G.T., & Moon, H. The Cultural Mosaic: A Metatheory for Understanding the Complexity of Culture. Journal of Applied Psychology 2005, Vol. 90, No. 6, 1128–1140

Yampolsky MA, Amiot CE, & de la Sablonnière, R. (2013). Multicultural identity integration and well-being: a qualitative exploration of variations in narrative coherence and multicultural identification. Front. Psychol. 4:126.doi: 10.3389/fpsyg. 2013.00126

Slide Source: Georgetown University National Center for Cultural Competence, 2017.

Getting Started

- Create a structure** – Does your organization have a workgroup to plan, implement and evaluate CLC?
- Clarify values and philosophy-** What are your organization's values, principles, philosophy, and mission for CLC?
- Develop a logic model for CLC-** Is there consensus on a definition or framework for CLC?



Source: Tawara D. Goode and Vivian Jackson (2003) Getting Started and Moving On...Planning, Implementing and Evaluating CLC for Children & Youth Needing Mental Health Services and Their Families.

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Getting Started

- Keep abreast of community demographics-** Does your organization have current knowledge of the racially and ethnically diverse populations with disabilities in your geographic locale?
- Assess consumer and family satisfaction-** Does your organization plan and conduct consumer and family satisfaction efforts related to CLC?
- Create structures that support consumer and family engagement and involvement-** In what ways does your organization engage and involve consumers and family members in its CLC activities?



Source: Tawara D. Goode and Vivian Jackson (2003) Getting Started and Moving On...Planning, Implementing and Evaluating CLC for Children & Youth Needing Mental Health Services and Their Families.

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Moving Onward

- Conduct CLC organizational self-assessment-** What tools or assessments does your agency use to review policies, practices, organizational strengths and areas for growth?
- Create a plan for achieving CLC-** Does your agency use assessment results to develop a plan to advance or sustain CLC?
- Determine need/interest for staff and volunteer development-** Does your agency engage staff, volunteers, sub-contractors in determining their need for and interest in professional development in CLC?



Source: Tawara D. Goode and Vivian Jackson (2003) Getting Started and Moving On...Planning, Implementing and Evaluating CLC for Children & Youth Needing Mental Health Services and Their Families.

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Moving Onward

- Engage communities-**Does your agency collaborate with community based natural networks of support to assist with CLC efforts?
- Adopt or adapt lessons learned-** Is your agency involved with other organizations that have conducted CLC efforts to review and adopt or adapt their lessons learned?
- Create a safe place for sharing and learning-** Does your agency have a safe space for staff, volunteers, and sub-contractors to explore CLC?



Source: Tawara D. Goode and Vivian Jackson (2003) Getting Started and Moving On...Planning, Implementing and Evaluating CLC for Children & Youth Needing Mental Health Services and Their Families.

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LATINO COMMUNITY OF PRACTICE (LCPR)

Brenda Liz (Bren) Munoz, MS
Georgia Council on Developmental Disabilities

LATINO COMMUNITY OF PRACTICE (LCPR)



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KATHERYNE STAEGER-WILSON

Program Coordinator
Missouri DD Council

LEADERSHIP ACADEMY EXPERIENCE

- New experiences
- Leadership Academy experience
 - Self-reflection
 - Leadership Practices Inventory
 - Leadership Styles: participatory vs. directive
 - Avoiding Conflict
 - Technical vs. Adaptive Work
 - Amazing Colleagues

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LESSONS LEARNED

- I can be my own barrier.
- The use of allies.
- My strength is still participatory leadership but I need to push myself to be a directive leader.
- Just ask a few questions...work should be a collaborative effort.
- Self-care.

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IMPLEMENTATION

- Council website now offered in multiple languages.
- Position statement on diversity.
- SEEDS grants.
- Becoming more mindful in incorporating cultural competence in all we do.

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JOANNA CORDRY
Planning Director
Texas DD Council

LUNCH ON YOUR OWN

SELF-ADVOCACY GENERAL
SESSION STARTS AT 1:15

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