



**Advancing Cultural and Linguistic Competence:  
Where is your Developmental Disabilities Council on the Journey?**

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July 12, 2017



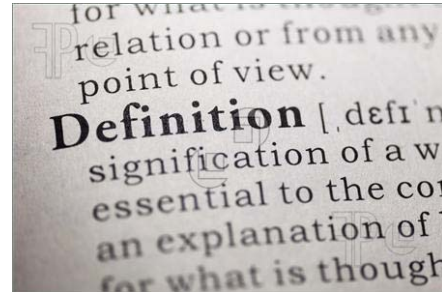
## OBJECTIVES

Participants will:

1. Engage in a brief self-assessment of individual cultural competence.
2. Discuss and list the extent to which cultural and linguistic competence are specifically stated in Councils':
  - Policies
  - Structures
  - Practices
  - Behaviors
  - Attitudes
3. Select and discuss road signs that describe where their respective Councils are advancing cultural and linguistic competence.



Let's briefly revisit definitions and conceptual frameworks cultural competence & linguistic competence and apply them to yourselves and your Councils



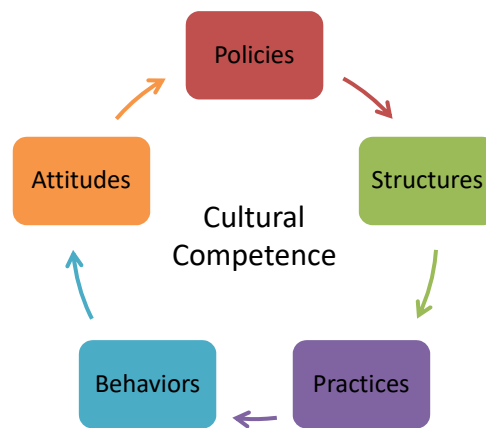
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## Cultural Competence Conceptual Framework

Cultural competence requires that organizations have a clearly defined, congruent set of values and principles, and demonstrate behaviors, attitudes, policies, structures, and practices that enable them to work effectively cross-culturally.

(adapted from Cross, Bazron, Dennis & Isaacs, 1989.)



... means that Councils

- have to look at their policies,
- the work that they do,
- who their members are,
- and how to make sure that they are representative, inclusive, and welcoming to all people no matter race, ethnicity, culture, gender, sexual orientation, languages spoken, and attributes of cultural diversity.

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# Five Elements of Cultural Competence

## INDIVIDUAL LEVEL

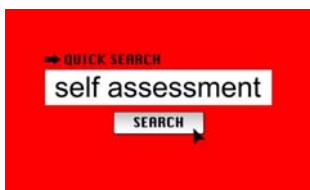
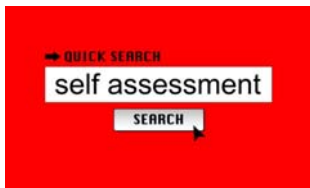
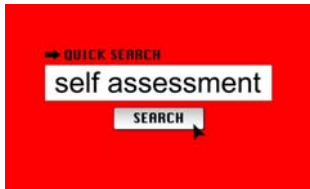
- 1 acknowledge cultural differences
- 2 understand your own culture
- 3 engage in self-assessment
- 4 acquire cultural knowledge & skills
- 5 view behavior within a cultural context

(Cross, Bazron, Dennis and Isaacs, 1989)

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### Let's engage in a quick self-assessment.



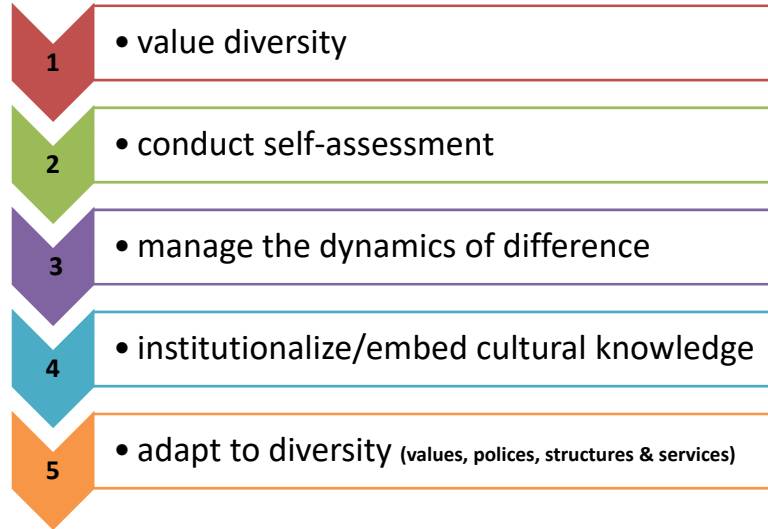
- I feel it is my responsibility to learn about cultural communities other than my own.
- I understand that self-advocacy:
  - Is influenced by culture.
  - May have different meaning and practices among diverse individuals, families, and communities.
- I advocate and support Council efforts to respond to cultural differences among the population of people who experience developmental disabilities and their families in my state, territory, or jurisdiction.
- I am aware of racial and ethnic disparities experienced by individuals with developmental disabilities in my state, territory, or jurisdiction.

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# Five Elements of Cultural Competence

## ORGANIZATIONAL LEVEL



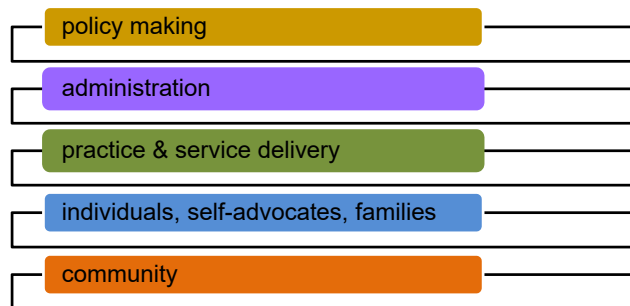
(Cross, Bazron, Dennis and Isaacs, 1989)

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## ESSENTIAL ELEMENTS IN A CULTURALLY COMPETENT SYSTEM

These five elements must be manifested at every level of an organization or system including:



and reflected in its attitudes, structures, policies, practices, and services.

Adapted from Cross, Bazron, Dennis, & Isaacs, 1989

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Use the road signs to discuss and gauge where your Council is in understanding and implementing cultural competence at an organizational level?

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## WATCH FOR SIGNS ALONG THE ROAD!!



Detour  
Stop Sign  
U-Turn



Proceed with Caution

Hidden Entrance



Work Zone

Divided Highway

New Traffic Pattern



Hazardous Driving Conditions

Watch for Pedestrians & Cyclists

Maintain Speed

Slow Speed

Toll Ahead



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## Linguistic Competence Means...

- Councils have to make sure that they can communicate effectively with all of its members and the people they serve, support, partner, and advocate with and on behalf of.
- Councils have to plan for and have ways to do it.
- That Councils can help people who: (1) speak languages other than English; (2) have trouble reading or cannot read; (3) use sign language and may need an interpreter; or (4) have other communication needs.
- Councils have to follow the laws about making sure people who speak languages other than English can: (1) access meetings and other forms of written and verbal communication; (2) benefit from funded projects.



Use the road signs to discuss and gauge where your Council is in understanding and implementing linguistic competence?



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## Cultural and Linguistic Competence applies to all Council Core Functions

- Membership
- State Plan
- Grants
- Advocacy, Self-Advocacy & Capacity Building

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## Discuss how Cultural and Linguistic Competence Applies to how your Council approaches its ...

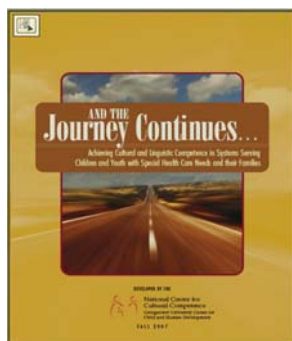
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**Lessons learned.** The Georgetown University NCCC has learned that there is no one method of beginning the journey toward cultural and linguistic competence—at either the individual or organizational level. Organizations that embark on this journey may differ in their point of departure and their estimated time of arrival for achieving specific goals and outcomes.



### ***And the journey continues***

for Councils and many in systems of supporting individuals with developmental disabilities and their families in states, territories, tribal nations, and jurisdictions.

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## CONTACT US



### National Center for Cultural Competence

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