

DEFINING CULTURAL AND LINGUISTIC COMPETENCE & EQUITY for DD COUNCILS





AGENDA

- Opening activity (Cultural Share)
- Review of DD Act definitions
- Defining Culture; Organizational culture and cultural competence
- Defining Linguistic competence
- Defining Equity in the Developmental Disabilities Space
- Defining Intersectionality
- Reporting on cultural diversity in the Program Performance Report
- Quiz



CULTURAL SHARE

If you choose, please share something about your culture.

This could include something about...

- ❖ Where you grew up
- ❖ Your ethnicity
- ❖ If English is your second language
- ❖ Family traditions, such as foods, celebrations, religion or other factors

DD ACT DEFINITIONS

MEMBERSHIP | CULTURALLY COMPETENT | UNSERVED/UNDERSERVED | MINORITY PARTICIPATION



CULTURALLY COMPETENT

The term “**culturally competent**”, used with respect to services, supports, or other assistance, means services, supports, or other assistance that is conducted or provided in a manner that is responsive to the beliefs, interpersonal styles, attitudes, language, and behaviors of individuals who are receiving the services, supports, or other assistance, and in a manner that has the greatest likelihood of ensuring their maximum participation in the program involved.

DD Act, Sec. 102 (7)

UNSERVED/UNDERSERVED

- Racial and ethnic minority backgrounds
- Disadvantaged people (those living in poverty)
- People who use English as a second language
- Individuals in underserved geographic areas (rural areas and urban areas)
- Other groups within the population of people with DD
- People who required technology to participate in and contribute to community life

DD Act, Sec.102 (32)



MINORITY PARTICIPATION

...provide assurances that the State has taken affirmative steps to assure that participation in programs funded under this subtitle is geographically representative of the State and reflects the diversity of the State with respect to race and ethnicity.

DD Act, Sec. 124 (C)(5)(I)

BEFORE WE DEFINE...

**What factors
influence
culture?**



DEFINING CULTURE

Culture

- The learned and shared knowledge that specific groups use to form their values, beliefs and behaviors.
- Culture applies to many “groups” – including but not limited to...
 - >ethnic, political, disability, social groups as well as professional groups and organizations*

Organizational Culture

- Organizational culture is the collection of values, expectations, and practices that guide and inform the actions of all team members.
- It is not the same as an organization’s mission or vision, though staff alignment with these concepts is very important.
- Factors that influence or determine culture within organizations?



INCLUDING CULTURAL COMPETENCE IN DD COUNCIL WORK

- Starts with self-reflection (knowing your culture so you can learn the cultures of others)
- Educating Council members AND staff (Engage in personal and organizational self-assessment)
- Ensure your Request for Proposal process includes language that requires CLC on behalf of its funded activities and evaluation methods.
- Gain information from the CRA to recruit diverse Council members that are representative of your state or territory.
- Develop a committee or workgroup to plan and evaluate cultural and linguistic competence in its 5-Year State Plan activities.

DEFINING LINGUISTIC COMPETENCE

- The capacity of an organization and its staff to communicate effectively and share information in a manner that is easily understood by ALL POPULATIONS that you support, collaborate and advocate with and on behalf of.
- That the organization 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.

IT'S THE LAW

Title VI Protects EVERYONE!

- Title VI - Civil Rights Act of 1964
SEC. 601-NONDISCRIMINATION IN
FEDERALLY ASSISTED PROGRAMS
- “no person shall be discriminated
against on the basis of race, color, or
national origin.
- Title VI protects persons of all colors,
races, and national origins.
- Title VI protects against national origin
discrimination and are not limited to
U.S. citizens.

INCLUDING LINGUISTIC COMPETENCE IN DD COUNCIL WORK

Membership – Does your Council ensure that diverse members have the supports they need to meaningfully participate in DD Council meetings?

State Plan – Does your Council collect data on the languages spoken in your state and use demographics to inform its state plan activities?

Grants – Does your request for proposal process require applicants to include plans for including diverse groups, including people with limited English proficiency, those with low literacy or not literate in their native language?

Public meetings or listening forums -- Has your Council assessed the language needs of the population to attend DD Council funded events?

Communications – Can your Council provide materials, website content and other important information in accessible formats upon request? Does your Council have a language access plan?

CONSIDERATIONS FOR DEFINING EQUITY

- Defining Equity within Developmental Disabilities is a work in progress.
- There is no ONE definition for equity.
- To understand equity, we must understand disparities.

DISPARITY describes a “difference”

Disparity in services and supports reflects any difference in the quality of services and supports not due to differences in needs or preferences. This includes discrimination, bias, and differences in insurance, eligibility, access, or quality.

EQUITY

Equity is the customization of tools and assistance that names and addresses the uneven distribution of opportunities.

In other words, equity recognizes the injustice that exists within certain intersects of race, ethnicity, socioeconomic status, geographic location, and other factors.

Here is one example of how equity could be defined in the Developmental Disabilities --

Equity is ensuring all people with disabilities have the service they need and that those services are provided in the way they prefer to be fully included, productive, and valued members of their communities

EQUITY VS EQUALITY

(They are not the same)

EQUITY

- Equity is ensuring all people with disabilities have the service they need and that those services are provided in the way they prefer to be fully included, productive, and valued members of their communities.

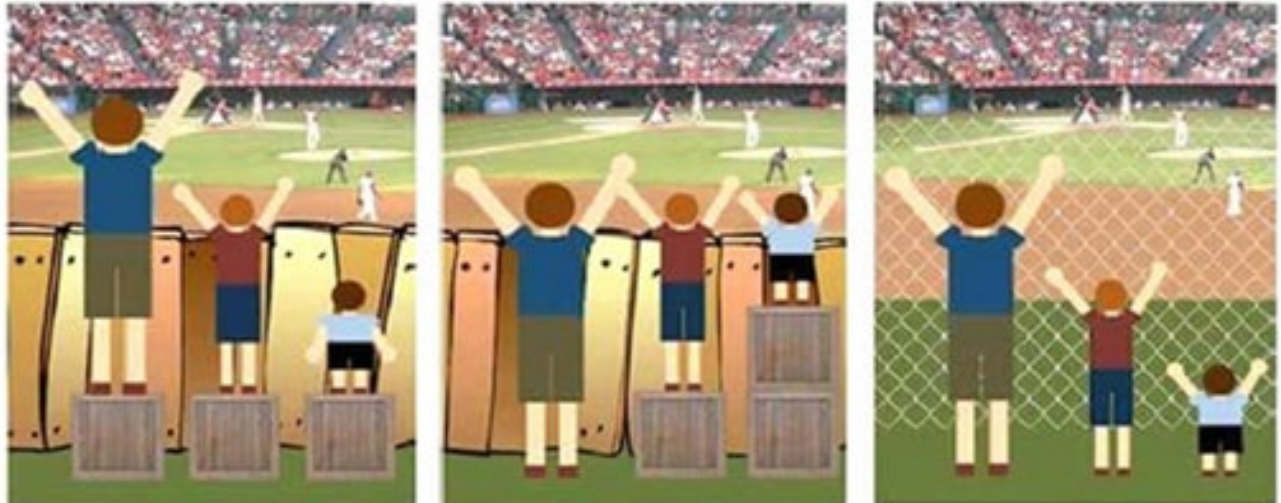
EQUALITY

- Equality is treating all people with disabilities the same. Equality is the even distribution of tools and assistance. Equality ensures that everyone has the same opportunities, but it does not account for the unique needs of each individual to access and thrive from those opportunities.

EQUALITY VS EQUITY, IN PICTURES



EQUALITY VERSUS EQUITY





INTERSECTIONALITY

Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by discriminations and disadvantages.

It considers people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

Overlapping identities can include but are not limited to a person who has multiple social identifies, such as ethnicity, gender identity, political preference, disability etc.

REPORTING ON CLC IN THE PROGRAM PERFORMANCE REPORT (PPR)

PPR – Cultural Diversity guidance for reporting.

- *Describe the Council's **overall efforts** to address the needs of individuals with developmental disabilities and their families of a diverse culture through its state plan supported activities.*
- Be informative and representative of the full range of efforts put forth by your Council.
- Provide reasonable details. (Go beyond general statements)
- REMEMBER: Include updates on progress from year to year.
- DO NOT copy and past information for this section from previous Program Performance Reports.



QUIZ QUESTION

Fill in the blank

Culture means the _____ and shared knowledge that specific groups use to form their _____, beliefs and behaviors.



FOR MORE INFORMATION, CONTACT ITACC STAFF

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