

Define your self – Leader, Technical Expert, Team Builder, Peace Keeper, Pot Stirrer, Devil’s advocate, Cheerleader, Counselor

			Your Name			
			Define You-self			

# How do you define yourself?

- **Leader** - sets the example and becomes a role model
- **Technical Expert** - on training and diversity.
- **Team Builder** - pulls people into a unified team.
- **Peace Keeper** - acts as a mediator.
- **Pot Stirrer** - brings controversy out in the open.
- **Devil's Advocate** - raises issues for better understanding.
- **Cheerleader** - praises people for doing great.
- **Counselor** - provides intimate feedback.

## How is **Diversity** Defined?

***As defined by the Posse Foundation, diversity, in the broadest sense of the word, is not limited to cultural, ethnic or racial diversity; it includes economic, academic, religious, political and geographic diversity. A diverse team encompasses all ways that people are different from each other, and all the different ways they can learn from each other.***

### **Diverse member profile**

- ✓ SINGLE PARENTS
- ✓ WORKING PARENTS
- ✓ YOUNG PARENTS
- ✓ NON-ENGLISH SPEAKING/ MINORITY PARENTS
  - ✓ STUDENTS
  - ✓ MEN
- ✓ SENIOR CITIZENS AND GRANDPARENTS
  - ✓ SCHOOL STAFF AND SCHOOL BOARD
  - ✓ COMMUNITY GROUPS
- ✓ BUSINESSES, CHAMBERS OF COMMERCE
- ✓ MAYOR AND GOVERNMENT OFFICIALS

## Benefits to Building a Diverse Team

- Unit reflects the population is services
- Representation of a variety of interest and perspectives
- Inclusive with people from different cultures and economic background
- Different skills to tap into to
- Effective, assertive, and transforming
- Longevity

## Assess Your Unit's Diversity

- Does the diversity of membership in the unit reflect the diversity in the school population or area served? If not, why not?
- Is that diversity reflected on the board and among committee members?
- Are unit leaders aware of the diversity of talents in the school community? Does the unit find ways to accommodate those talents in its work?
- Does the unit have a method to collect information on the needs of all students? Is there a method of selecting which issues the unit will address that ensures fairness to all?

**As leaders we have to learn to appreciate the talent and skills that each member brings to the table. Recognizing individual motivations can help you create a stronger team.**

## How is **Sociology** Defined?

the science or study of the origin, development, organization, and functioning of human society; the science of the fundamental laws of social relations, institutions, etc.

## How Do We Become Culturally Competent?

- **Self awareness:** Allow examination of your own beliefs and values.
- **Institute cultural knowledge:** Take time to learn the culture, language, and values of minority populations.
- **Value diversity:** Consider different backgrounds and viewpoints as strengths.
- **Be conscious of cultural dynamics:** Diversity can cause feelings of uneasiness and conflict when different cultures interact. Such issues can be resolved through empathy.
- **Adapt and deliver:** Meet the needs of diverse community by making adequate changes that reflect cultural understanding.

## L-E-A-R-N Model

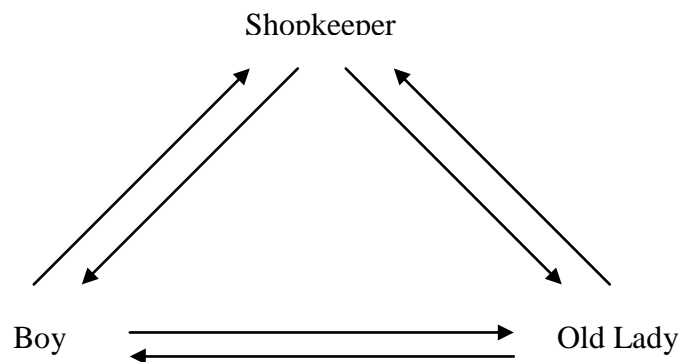
- Listen with empathy and understanding to the problem.
- Explain your understanding of the problem.
- Acknowledge and discuss differences and similarities.
- Recommend a plan
- Negotiate and obtain a solution

## How is **Cultural Competency** Defined?

"Understanding the importance of social and cultural influences on one's beliefs and behaviors.

## *Silent Beats Video Discussion Activity*

Share your initial perceptions of the 3 characters and your initial assumptions about their motives



- 1. What were some of the themes that came up in your conversations with each other?*
- 2. How do stereotypes manifest themselves in a school setting?*
- 3. What is the impact of stereotypes on the individual? A group? On entire school community?*
- 4. What can people do individually, collectively and institutionally to minimize the frequency and impact of stereotypes*
- 5. How have the social constructions of race, gender, class and ethnicity intersected with each other? How have social institutions such as schools, the media and the state created and maintained inequalities and how might they be changed?*

## What Is Cultural Competence?

Cultural competence is "understanding the importance of social and cultural influences on patients' health beliefs and behaviors" (Ananeh-Firempong, Betancourt, Carrillo, & Green, 2003).

Intercultural competence can be gained by identifying and understanding the needs and help-seeking behaviors of individuals and families. To be interculturally competent is to be sensitive and self-conscious-to understand various cultures' modes of thinking and their desire to be understood and respected. It is a balance between knowledge, empathy, and self-confidence.

## Why Is Cultural Competence Important?

Failing to acknowledge cultural differences among diverse patient populations can cause problems for providers and patients, thus making it difficult to achieve appropriate healthcare outcomes. Many times in the medical community, the impact of these differences are not realized.

- Lack of knowledge can result in the inability to recognize cultural differences.
- Self-protection or denial can result in the attitude that these differences are not important.
- Some people may be intimidated by the new or unknown. They may find it difficult to understand things that don't fit into their own view.
- The pressure of time constraints can make healthcare providers feel rushed and prohibit them from taking the time to listen to each individual patient's needs.

## Terminology Related to Cultural Competence

*Derived from the members of the Expert Panel on Cultural Competence of the American Academy of Nursing (AAN)*

**Cultural Diversity**-Refers to diversity in race, color, ethnicity, national origin, religion, age, gender, sexual orientation, ability/disability, social and economic status or class, education, occupation, religious orientation, marital and parental status, and other related attributes of groups of people in society.

**Cultural Sensitivity**- Cultural sensitivity is experienced when neutral language, both verbal and nonverbal, is used in a way that reflects sensitivity and appreciation for the diversity of another. Cultural sensitivity is conveyed when words, phrases, categorizations, etc. are intentionally avoided, especially when referring to any individual that may be interpreted as impolite or offensive.

**Cultural Awareness**- Cultural awareness is being knowledgeable about one's own thoughts, feelings, and sensations and having an appreciation of the diversity of others in terms of the objective (material) culture such as the arts, clothing, foods, and other external signs of diversity.

**Cultural Relativism**- The belief that behaviors and practices of people should be judged only in the context of their cultural system. Proponents argue that issues such as abortion, euthanasia, female circumcision, and physical punishment in childrearing should be accepted as cultural values without judgment from the outside world. Opponents argue that cultural relativism may undermine condemnation of human rights violations and that family violence cannot be justified or excused on a cultural basis.

Health Disparity- Health disparity is defined as differences in the incidence, prevalence, mortality, and burden of diseases and other adverse health conditions that exist among specific population groups in the United States.

Healthcare Disparity-A healthcare disparity exists when persons of different races, ethnic groups, and cultures do not receive equal health care, and illness occurs disproportionately from one group to the other.

Diversity is a word that you hear a lot about these days. Sometimes, however, the concept is not fully understood or adequately integrated. Diversity isn't just age, race, gender, and religion. It's much more than that.

Diverse means incorporating "the unique experiences and characteristics that distinguish and unify individuals and groups from one another." Thus, diversity entails not only race but also all the other traits that make people stand out as individuals. It includes personality and work style, as well as secondary influences, such as religion, socioeconomics, and education.