

Understanding and Embracing Cultural Diversity

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Cultures Connecting
Addressing Race Relations
in the 21st Century



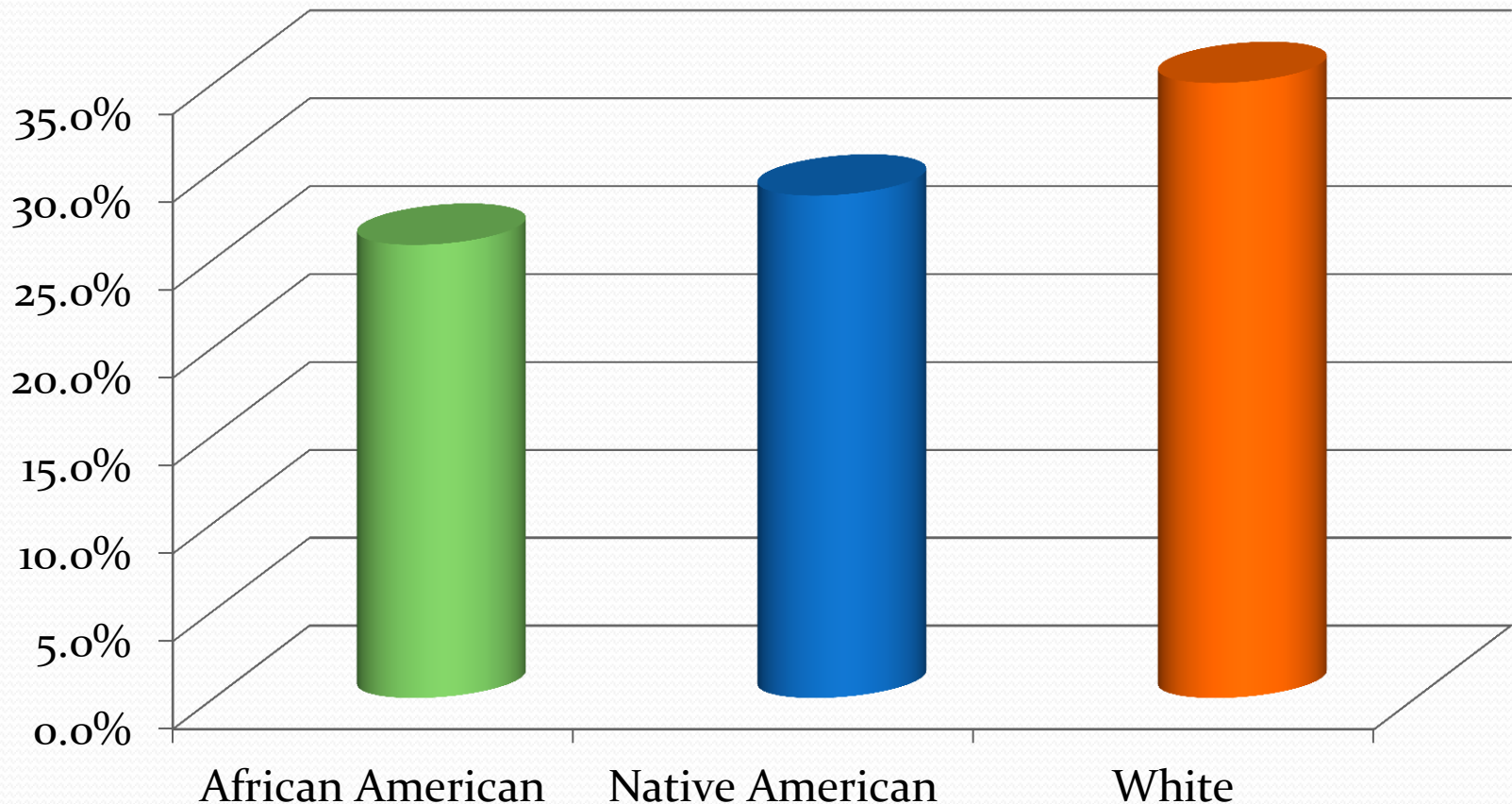
Embrace
the Elephant
in the Room

"People with disabilities have always been excluded from the bounty of our nation's resources. Minorities with disabilities, in particular, have been the most disenfranchised of the disenfranchised. It is time that we bring them into the fold as full, first-class participants in our society."

-Rev. Jesse Jackson



Percent of People with Disabilities Employed in 2011 (age 21-64)



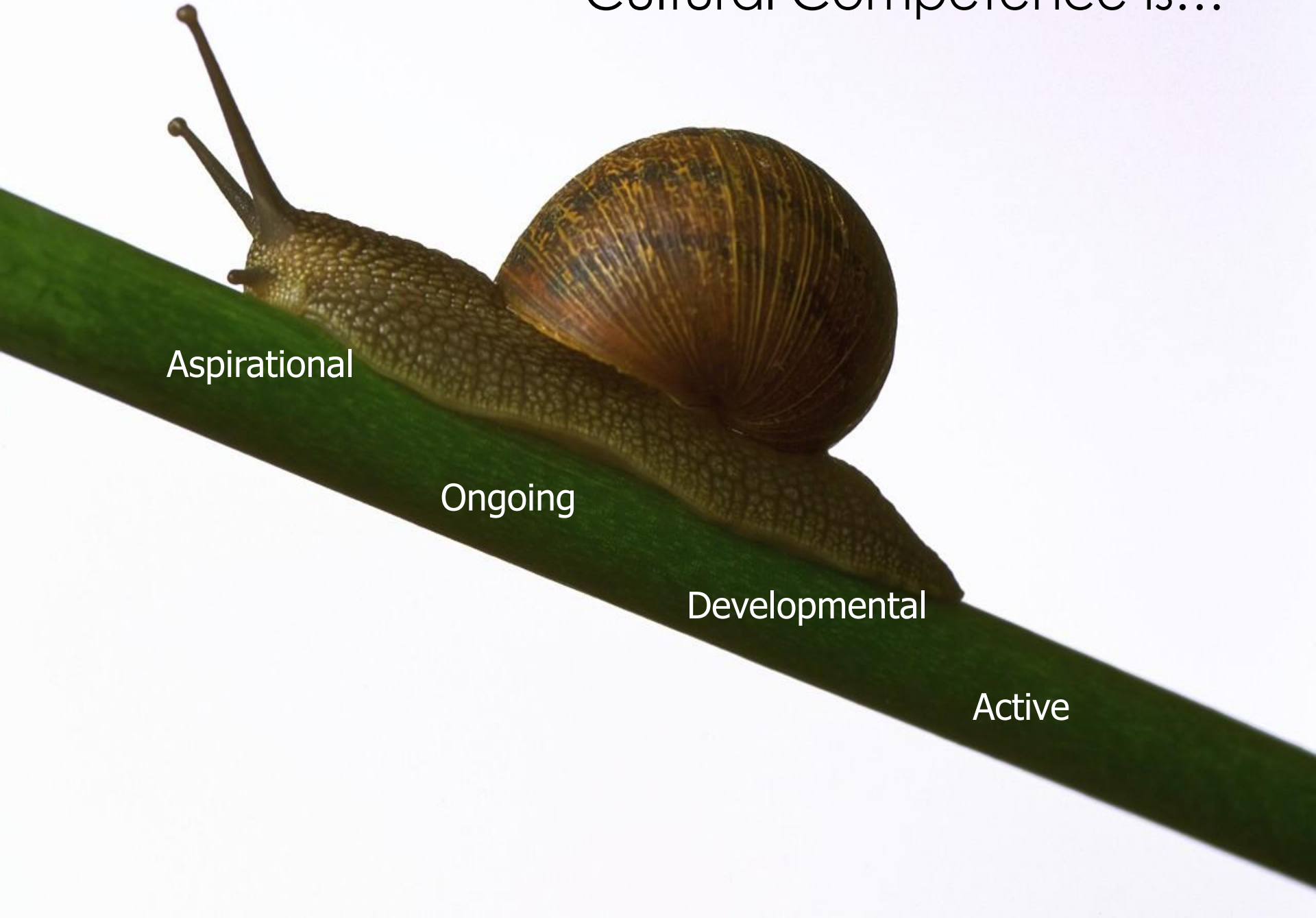
Cultural Competence is...

Aspirational

Ongoing

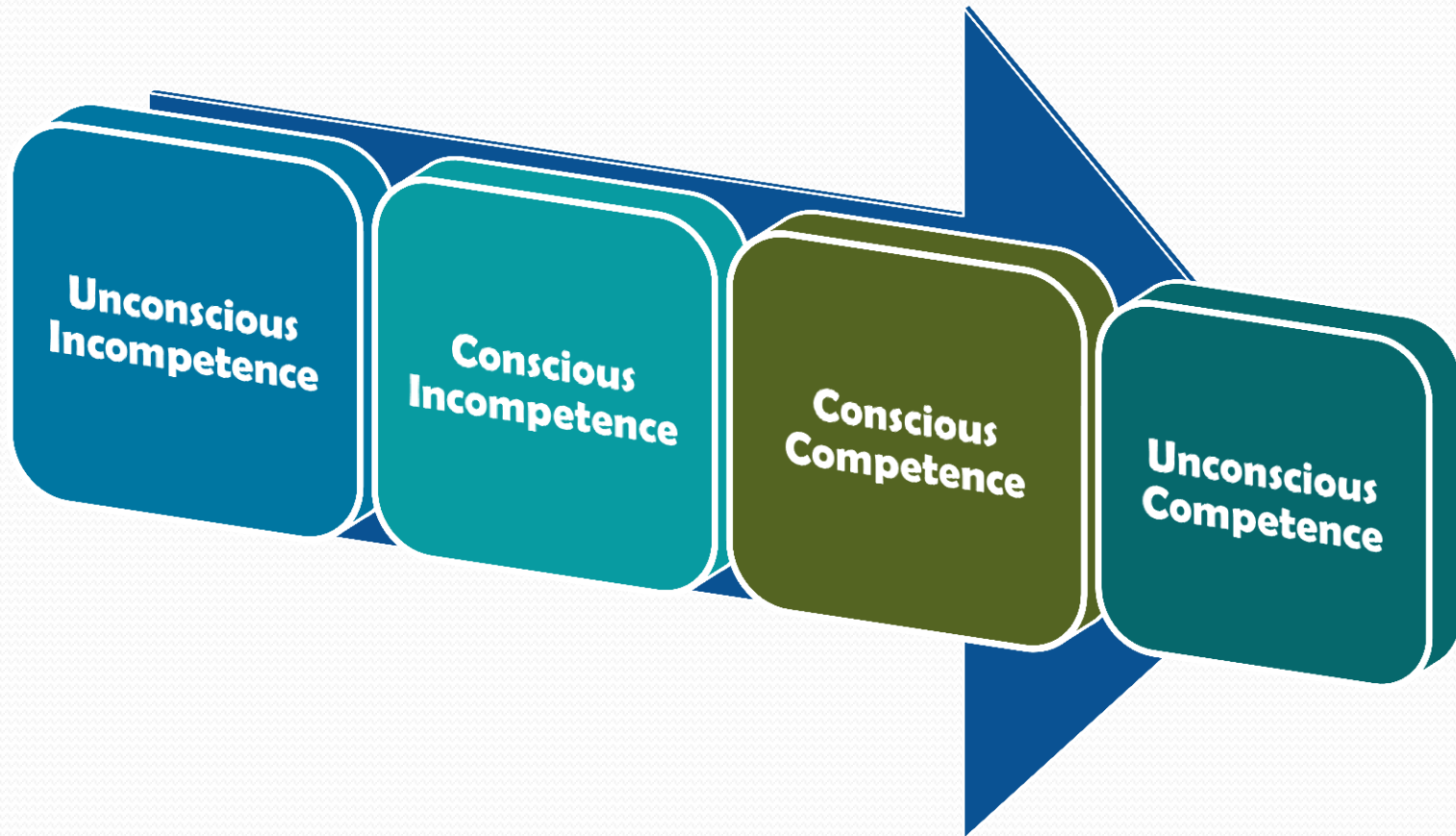
Developmental

Active



“American Indians are people, not mascots.”
–Charlene Teters, Spokane







A diagram shaped like a classical temple. The pediment (roof) contains ten values: Co-Liberation, Equity, Love, Humanity, Freedom, Equality, Relationship, Dignity, Respect, and Cooperation. The columns are labeled with the components of Cultural Competence: Awareness, Knowledge, Skills, and Action/Advocacy. The base is labeled Social Justice.

CULTURAL COMPETENCE

AWARENESS

How do I contribute to injustice; change in self.

KNOWLEDGE

What do I need to understand about others?

SKILLS

What can I do differently to honor differences?

ACTION/ADVOCACY

What do we need to do to institutionalize change?
Anti-"Ism" work that leads to organizational
change in practice/policy.

SOCIAL JUSTICE



IT'S VERY DEAR TO ME,
THE ISSUE OF

GAY MARRIAGE.

OR, AS I LIKE TO CALL IT:

'MARRIAGE.'

YOU KNOW, BECAUSE I HAD
LUNCH THIS AFTERNOON, NOT
GAY LUNCH. I PARKED MY CAR;
I DIDN'T GAY PARK IT.

(LIZ FELDMAN)



First lady wears Naeem Khan gown to state dinner

By SAMANTHA CRITCHELL (AP) – Nov 24, 2009

First lady Michelle Obama chose to wear a gleaming silver-sequined, flesh-colored gown Tuesday night to the first state dinner held by her husband's administration. She was tending to her hostess duties in a strapless silhouette with the beads forming an abstract floral pattern that was custom-made by Naeem Khan.



Asian Family

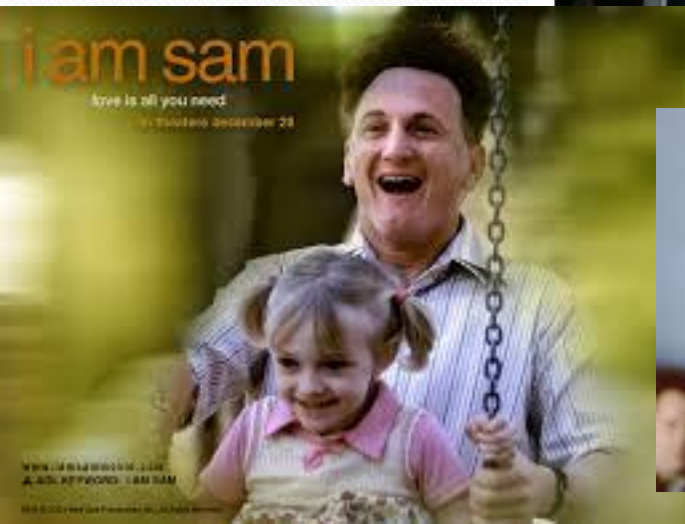


African American Family



Grandparents

Media Images of People with Disabilities



Knowledge






Systems



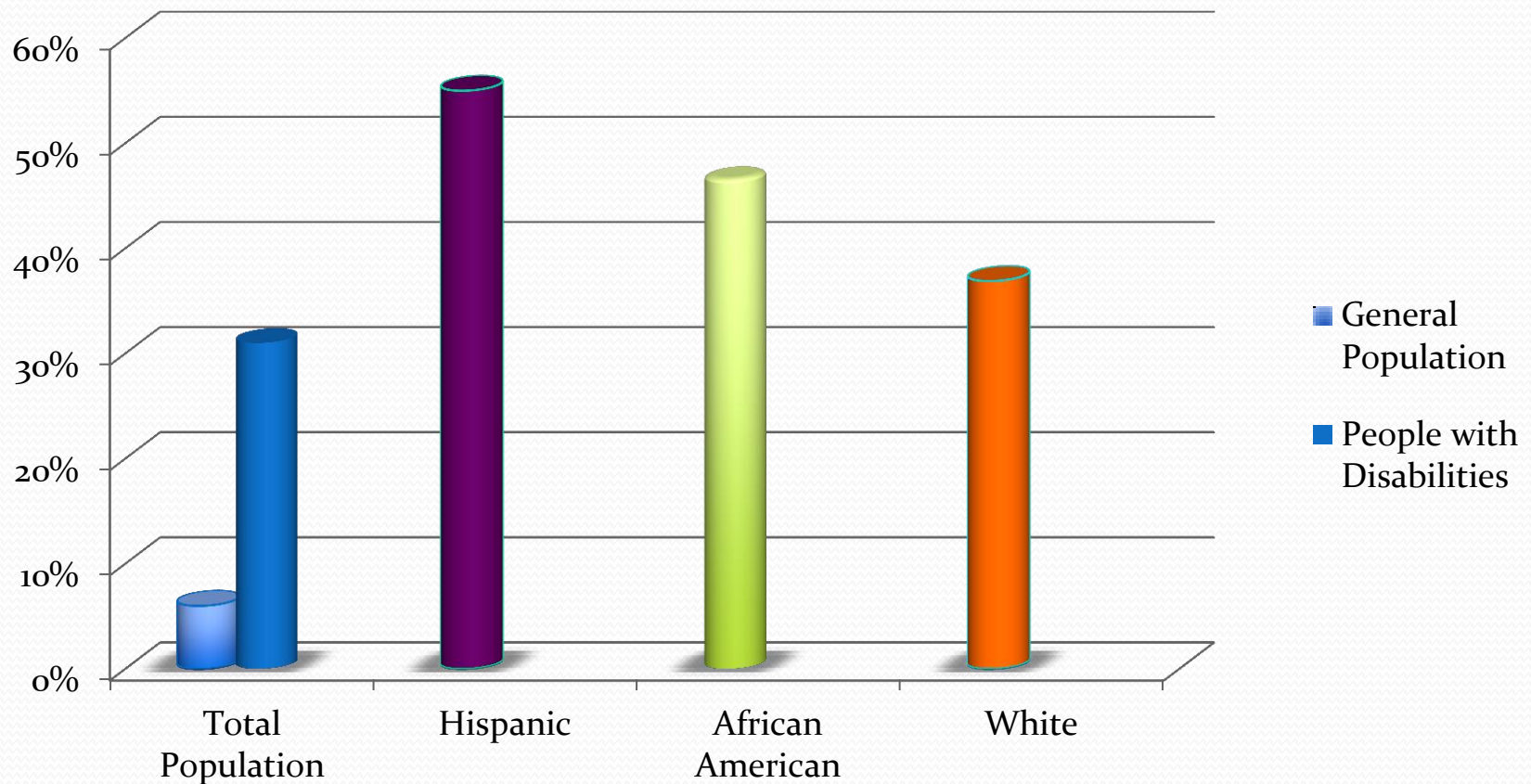
Institutional Advantages



“Aside from the public health issues that most racial/ethnic minorities face, minorities with disabilities experience additional disparities in health, prejudice, discrimination, economic barriers, and difficulties accessing care as a result of their disability—in effect, they face a “double burden.”

HHS Advisory Committee on Minority Health, *Assuring Health Equity for Minority Persons with Disabilities: A Statement of Principles and Recommendations* (July 2011)

Report Fair or Poor Health



Skills without Awareness or Knowledge



Skills



Action and Advocacy





Cultural Competence

Adapted from:

Sue, D.W., & Sue, D. (2003). Counseling the culturally diverse: Theory and practice, 4th Ed. New York: J. Wiley.

Katz, J.H., (1978). White awareness: Handbook for anti-racism training. Oklahoma Press.

IF "Plan A"
Didn't Work.
The alphabet has
25 more letters!
Stay Cool.



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