Culture Competency Training

Presented by School Social Workers:
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The Role of School Social Workers

• We are the bridge between the school, family, and the community.
• To be a truly effective bridge, we need to practice awareness.
Fredericksburg City Public Schools Data

- FCPS was found disproportionate in the following areas as reported by the state:
  - Black Males: Emotional Disability, Learning Disability, and Other Health Impairment.
  - Black Females: Learning Disability and Other Health Impairment.
- Data looked at:
  - Low Socioeconomic Status?
  - Did the student transfer in to FCPS or do we find them initially eligible?
  - Comparison of the last 3 school years
Learning Objectives

• Acknowledge cultural differences and Value Diversity
• Understand your own culture
• Engage in self-assessment
• Acquire cultural knowledge & skills
• View behavior within a cultural context

Five Elements of Cultural Competence, Cross et al, 1989
Test Your Awareness
stand up
Dimensions of Personal Identity

“A” Dimensions
- Age
- Race
- Culture
- Gender
- Language
- Physical Ability
- Social Class
- Sexual Orientation

“B” Dimensions
- Educational Background
- Geographic Location
- Income
- Marital Status
- Religion
- Work Experience
- Citizenship Status
- Military Experience
- Hobbies/Recreational Interests

“C” Dimensions
- Historical Moments/Eras

Arredondo, Toporek, Brown, Jones, Locke, Sanchez, & Stadler (1996)
Activity: Name 5 Things

Objective: To help participants clarify how they define themselves. This activity will also demonstrate the effects of cultural blindness.
Cultural Values and Biases

• Everyone has culture
• Everyone has bias
• Everyone should know their cultural heritage
• We all need to know how our cultural backgrounds affect how we think, feel, and behave
• Implicit bias exists in every aspect of our lives (unconscious and unintentional)
• Using a color-blind view of the world makes one unable to connect with the whole person
Illustration – Redneck Perception
What do you see?
The “Gleaners” Activity
what do you see?
Chimamanda Ngozi Adichie: “The danger of a single story”


• Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice — and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.
Discussion
Invisibility of Privilege
30 Rock – “The Bubble”
Cracking the Codes: Joy DeGruy "A Trip to the Grocery Store"

• https://www.youtube.com/watch?v=Wf9QBNPK6Yg
Poverty Simulation

• http://playspent.org
The End