

Culture Competency Training

Presented by School Social Workers:

Emily Piercy, MSW, Supervisee in Social Work

Diane Richards, MSW

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The Role of School Social Workers



Honor Your School Social Worker

School Social Workers help students
School Social Workers help parents
School Social Workers help schools
School Social Workers help communities

- 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

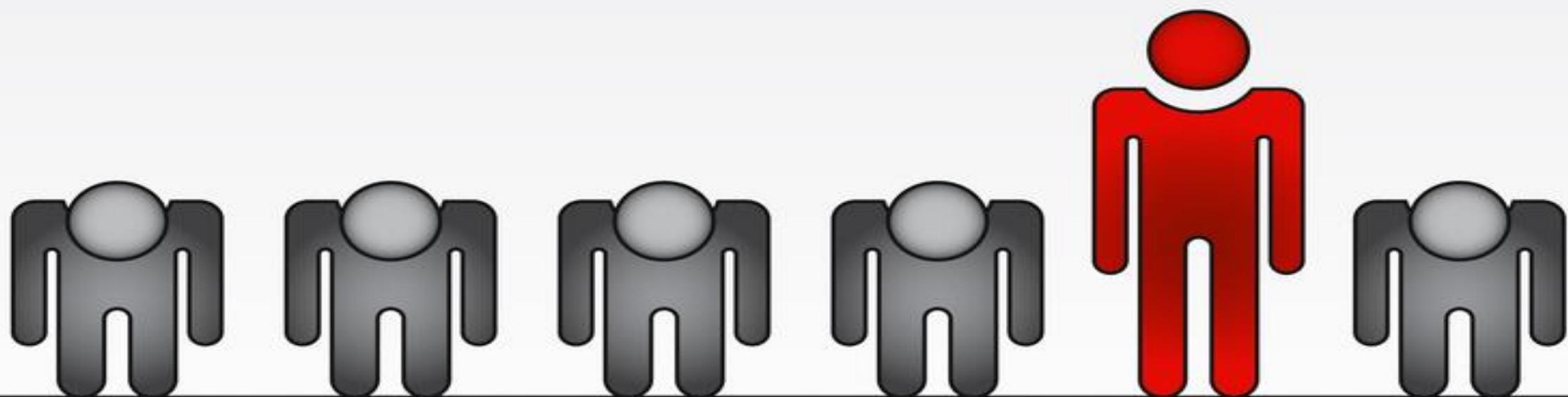
Learning Objectives

- 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



Activity: Name 5 Things

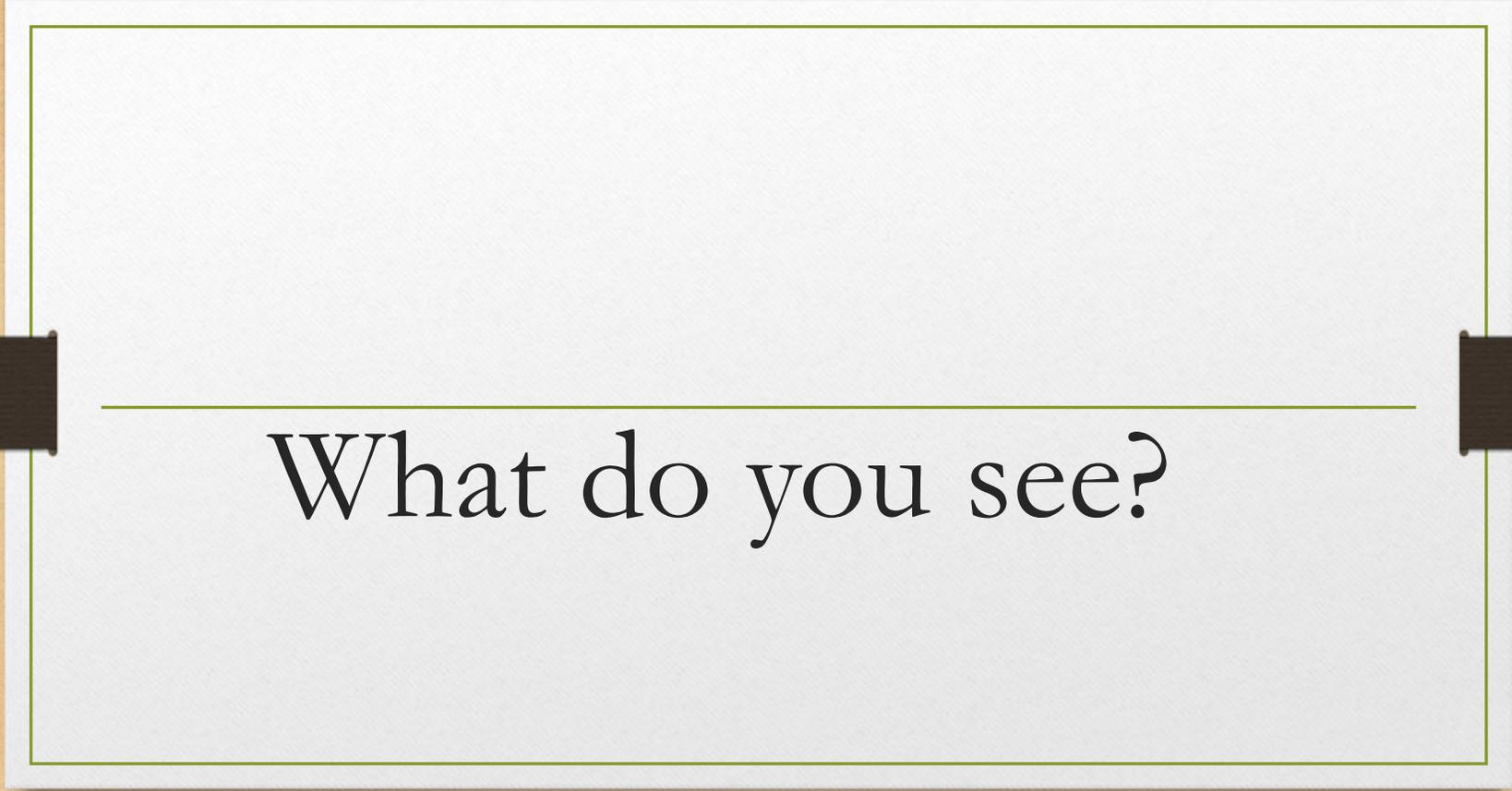
Objective: To help participants clarify how they define themselves. This activity will also demonstrate the effects of cultural blindness.

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?





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Chimamanda Ngozi Adichie: “The danger of a single story”

- http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story?language=en#t-1105967
- 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”

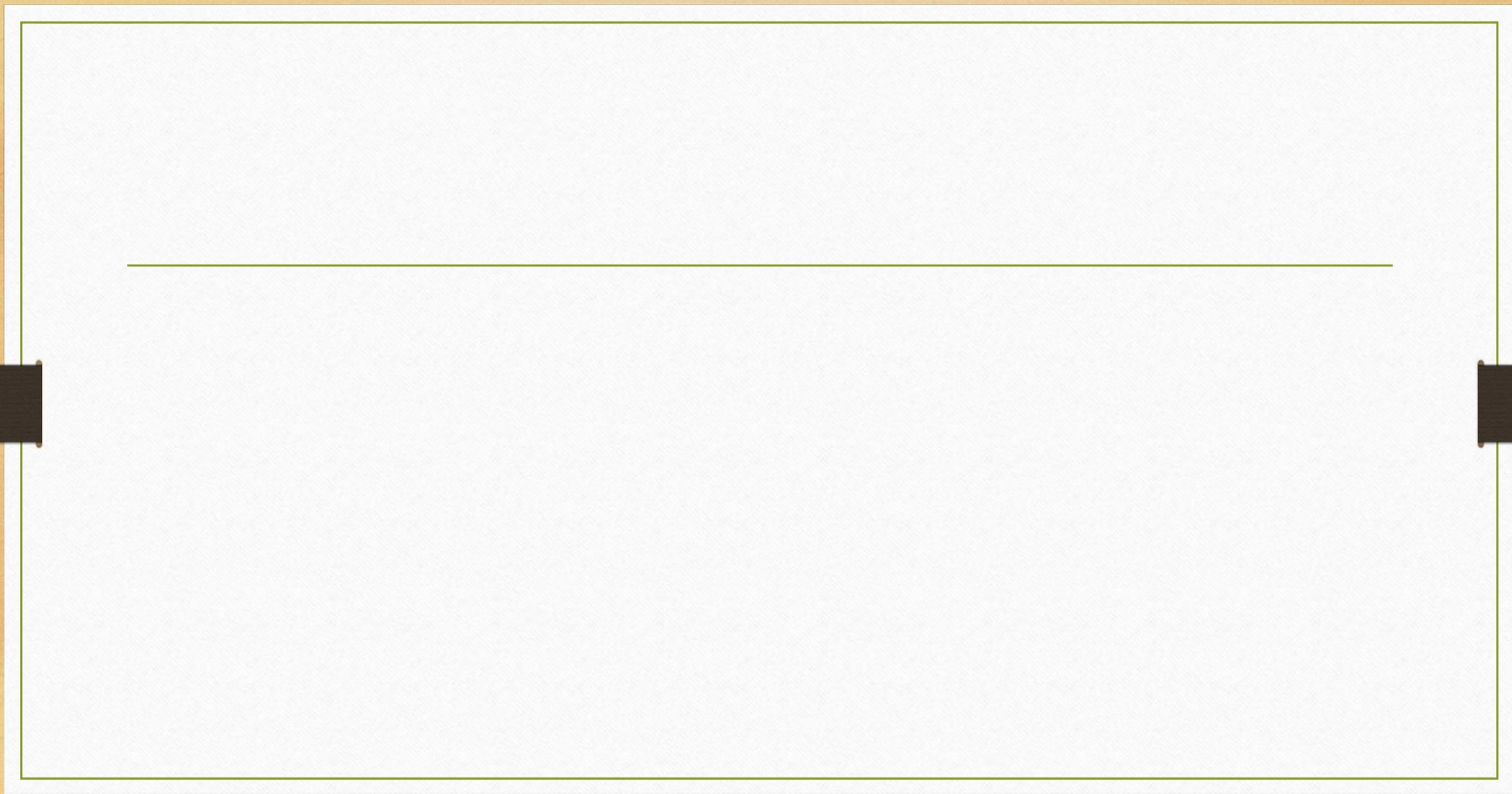
Cracking the Codes: Joy DeGruy "A Trip to the Grocery Store"

- <https://www.youtube.com/watch?v=Wf9QBnPK6Yg>

Comments/Questions

Poverty Simulation

- <http://playspent.org>



The End