

DBHDD Providers: Cultural Competency

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Scavenger Hunt

Table of Contents



01

Examining Bias

What Is Bias? What are MY Biases?

02

A Cultural Humility Approach

What is Cultural Humility? How is it useful?

03

A Brand New Community

What do we need to think about?

04

Wrap Up

Q&A, Evaluation, Wrap Up

Implicit Bias

Implicit Bias:

- Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- Favorable and unfavorable assessments
- Activated involuntarily and without an individual's awareness or intentional control.
- Cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance

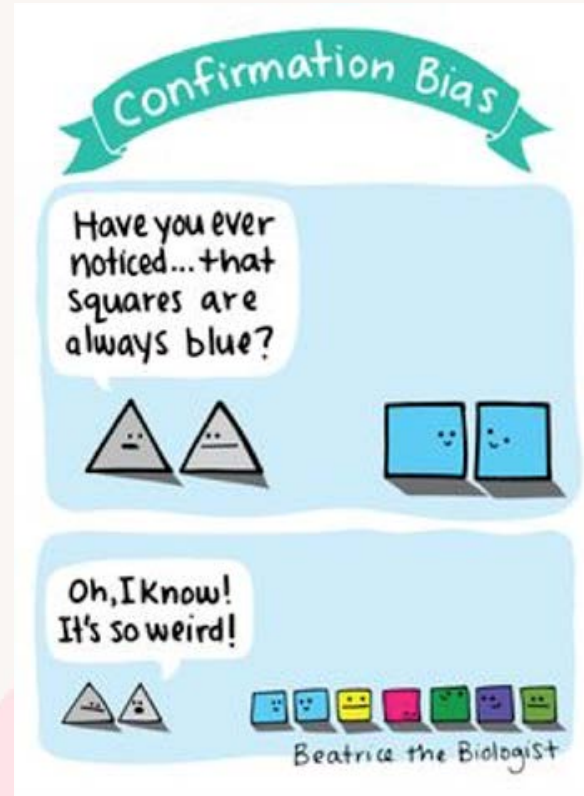
Implicit Bias

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own in-group**, though research has shown that we can still hold implicit biases against our in-group.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of de-biasing techniques.

Types of Cognitive Biases

Confirmation Bias

We favor and prioritize ideas that confirm our existing beliefs and what we think we know.



Types of Cognitive Biases

Anchoring Bias

We tend to believe/stick to the first piece of information that we receive.



Types of Cognitive Biases

Self-Serving Bias

We attribute successes and positive outcomes to our doing, basking in our own glory when things go right; but, when we face failure and negative outcomes, we tend to attribute these events to other people or contextual factors outside ourselves.



Types of Cognitive Biases

The Decline Bias (Declinism)

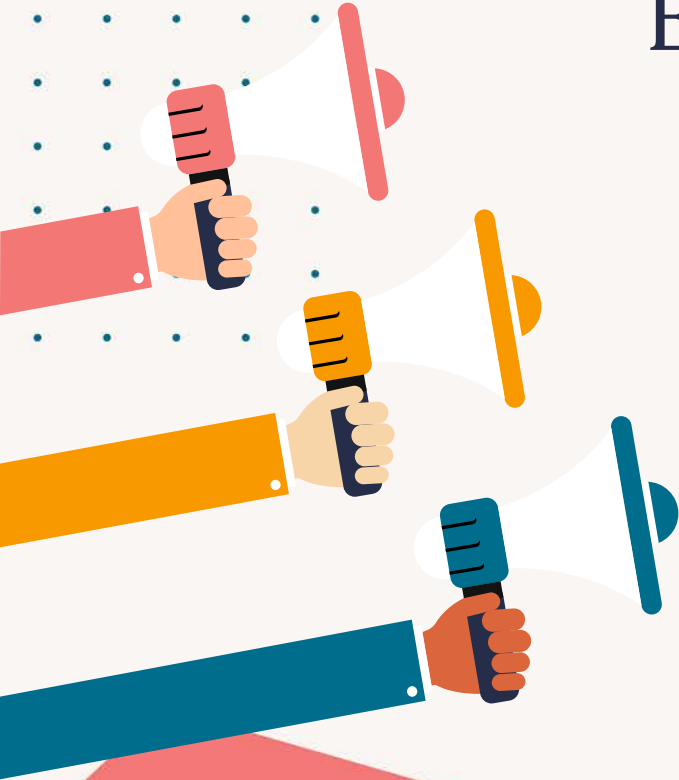
We value the past more than what is going on currently. The “back in my day” effect.

Fundamental Attribution Error

We tend to assign blame or traits to their character and not to the situation that they are in or what is going on in the moment.



Examining Bias



- Harvard Implicit Bias Tests:
<https://implicit.harvard.edu/implicit/selectatest.html>
- Question yourself when things pop up. Knowing about biases and being aware of them allows us to challenge our thinking.
- Learning to slow down our thinking; when we slow down, we are less likely to act on biases.
- Self-awareness is key to addressing bias.
- Knowledge is power and education is critical.

A Cultural Humility Approach



We move between Cultures

We all have different cultures that we move through in daily life. We have to explore all of our background and cultures first so we can challenge our own biases.

Different than Competency

This is not level-setting or reactions. Cultural Humility is a lifelong process of self-reflections and understanding culture; it involves continuous learning.

Historical Awareness

It is not enough to think about one's own values, beliefs, and social position within the context of the present moment. We must be aware of legacies of oppression and how that impacts folks today.

A Brand New Community

Small Group Discussions

As it relates to Cultural Competency, what do you need to consider, investigate or be mindful of when you are entering a new community to start prevention programs?



A Brand New Community

Small Group Share Outs

What were three ideas that your group came up with?



Considerations for Being a Culturally Competent Organization

WRITE IT DOWN

Capture your commitment in your mission, vision, logic model, strategic plan and more.



DON'T ASSIGN & FORGET

Focus and responsibility of cultural competence must be everyone's job!



COMMIT FROM THE TOP

Make sure organization governance and others at the top are on board.



EXPAND OUTREACH

Ensure that cultural competence is central in all outreach efforts.



Considerations for Being a Culturally Competent Organization

USE INCLUSIVE LANGUAGE

Use “we” and “our community” vs. “those people” or “those kids.”



PROMOTE TRAINING

Encourage, require and provide continued training for all stakeholders.

COMMIT LEADERSHIP

Make sure organization leadership is supportive and willing to take action.



SHARE ACCOUNTABILITY

Ensure that all stakeholders are holding each other accountable for being culturally competent.



Cultural Competence Checklist

CADCA provides this tool to examine each culture in your community that needs to be addressed.

It asks you to start by identifying the culture and then thinking of each issue and answering if it is adequately addressed and/or how you are or plan to address it.

Cultural Competence Checklist

Use the following checklist to ensure that important issues are addressed for each cultural group identified in the community.

Culture to be addressed:

Issue	Is the issue adequately addressed? Yes/No	How do you/will you address this issue?
Are coalition members and staff representative of the target population?		
Are the published materials and curricula relevant to the target population?		
Have the curricula and materials been examined by experts or target population members?		
Has the coalition taken into account the target population's language, cultural context, and socioeconomic status in designing its materials and plans?		
Has the program developed a culturally appropriate outreach action plan?		
Are activities and decision-making designed to be inclusive?		
Are meetings and activities scheduled to be convenient and accessible to the target population?		
Are the gains and rewards for participation in your program clearly stated?		
Have coalition members and staff been trained to be culturally sensitive in their interactions with the target population?		

Adapted from: Getting to Outcomes, Volume 1. SAMHSA, CSAP, NCAP, June 2000.

Wrap Up

Q & A

Additional Training

Next Steps



Thanks!

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Resources

- <https://time.com/5558181/jennifer-eberhardt-overcoming-implicit-bias/>
- <https://diversity.ucsf.edu/resources/strategies-address-unconscious-bias>
- <https://www.psychologytoday.com/us/blog/thoughts-thinking/201809/12-common-biases-affect-how-we-make-everyday-decisions>
- https://www.youtube.com/watch?v=wEwGBlr_Rlw&ab_channel=PracticalPsychology
- <https://www.psychologytoday.com/us/blog/thoughts-thinking/201708/18-common-logical-fallacies-and-persuasion-techniques>
- <https://www.apa.org/research/action/speaking-of-psychology/understanding-biases>

- <https://www.psychologytoday.com/us/blog/sound-science-sound-policy/201501/overcoming-implicit-bias-and-racial-anxiety>
- <https://hogg.utexas.edu/3-things-to-know-cultural-humility>
- <https://study.com/academy/lesson/cultural-humility-definition-example.html>