



New England (HHS Region 1)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Cultural Humility and Cultural Intelligence

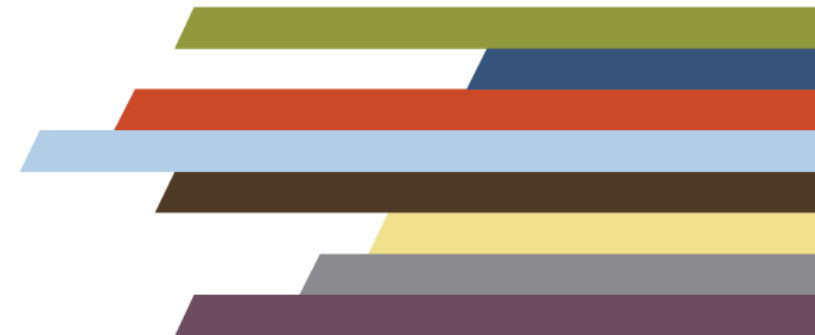
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Instagram



Disclosures

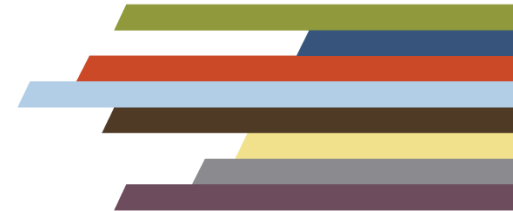
- The development of these training materials were supported by grant H79 TI080209 (PI: S. Becker) from the Center for Substance Abuse Treatment, Substance Abuse and Mental Health Services Administration, United States Department of Health and Human Services. The views and opinions contained within this document do not necessarily reflect those of the US Department of Health and Human Services, and should not be construed as such.



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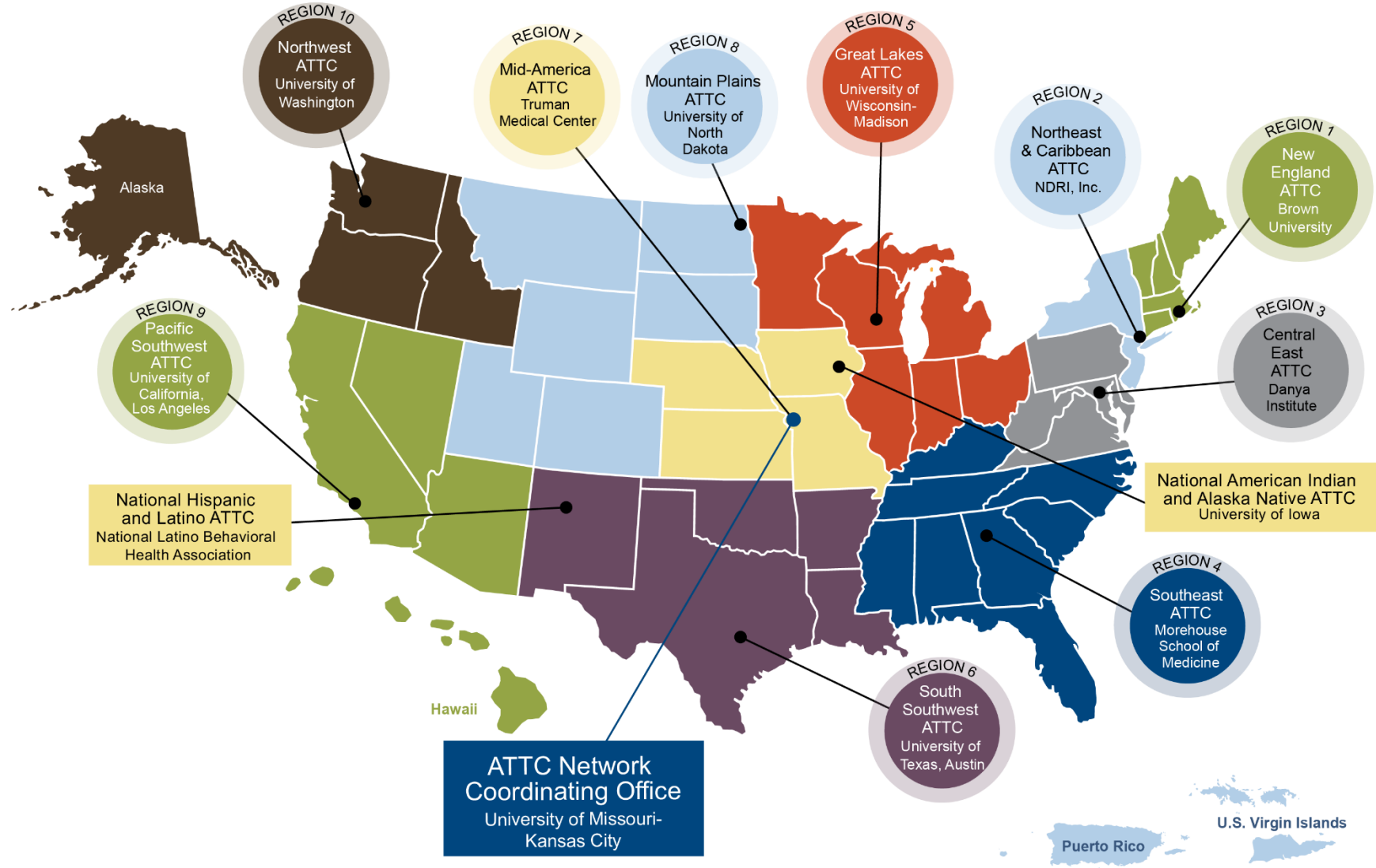




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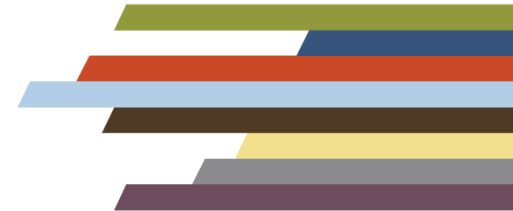
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U.S.-based ATTC Network



Learning Objectives

1. Participants will be able to describe Cultural Humility and Intelligence;
2. Participants will be able to describe Health Disparities and Health Equity;
3. Participants will be able to identify at least 3 techniques and strategies for improving delivering services in an equitable manner services.

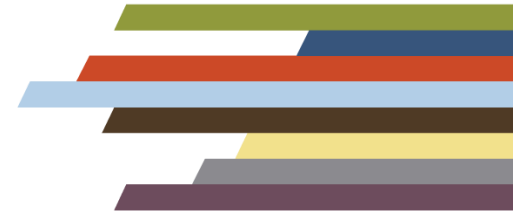


* Let's Define Culture

Culture Is...(Merriam-Webster): The integrated pattern of human knowledge, beliefs, and behaviors that depends upon a person's capacity for learning and transmitting knowledge to succeeding generations;

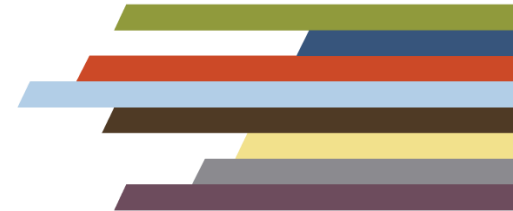
The customary beliefs, social forms, and material traits of a racial, religious, or social group; and

The set of shared attitudes, values, goals, and practices that characterizes a group.



Cultural Competency Continuum

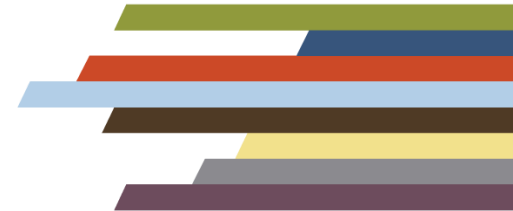
- Destructiveness
- Incapacity
- Blindness
- Pre-competence
- Competence
- Proficiency



Cultural Humility

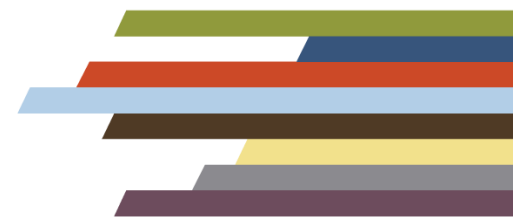
“Cultural Humility incorporates a **lifelong commitment to self-evaluation and self critique to redressing the power imbalances** in the ~~patient-physician~~ dynamic and to developing **mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities** on behalf of individuals and the defined population.”

(Tervalon and Murry-Garcia, 1998)



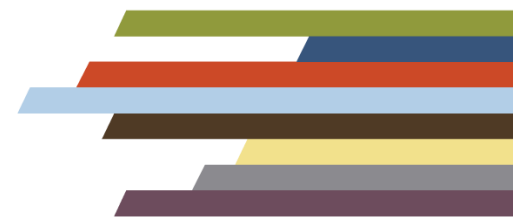
Cultural Intelligence

“Cultural Intelligence is the **capability to relate and work effectively** in culturally diverse situations. It goes **beyond existing notions of cultural sensitivity and awareness** to highlight a theoretically-based set of capabilities needed to **successfully and respectfully accomplish** your objectives in culturally diverse settings.”
(Cultural Intelligence Center, 2019)



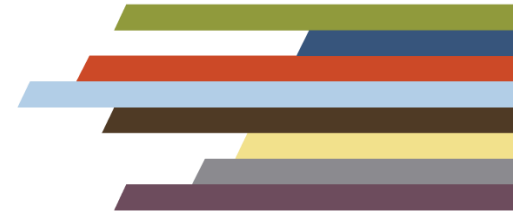
How We Claim We Treat People.....

- Non-Bias
- Non-Judgemental
- As They Come
- As We Want to be Treated
- The Same



Spectrum of Attitudes

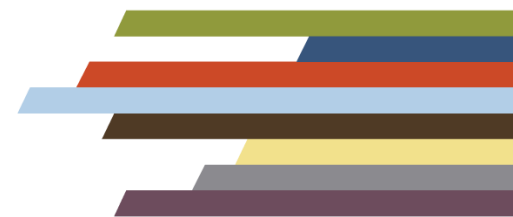
- People Viewed as Objects
- People Viewed as Recipients
- People Viewed as Resources



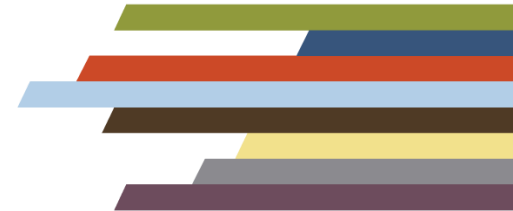
Disparities - Examples



“Particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage. Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.” Healthy People 2020



Welcome to Day 2: June 16, 2020





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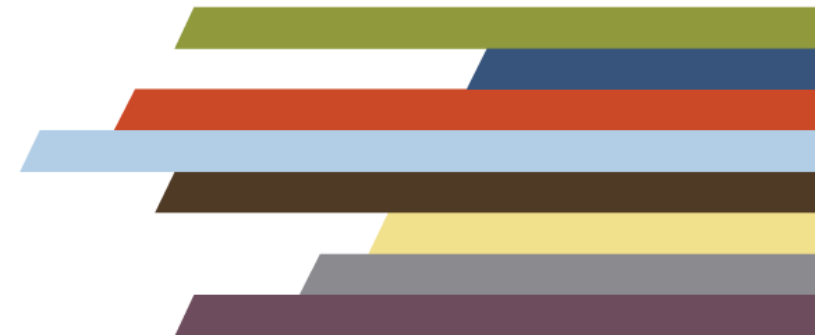
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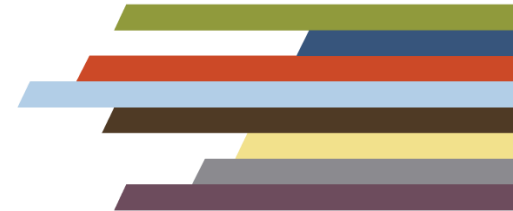


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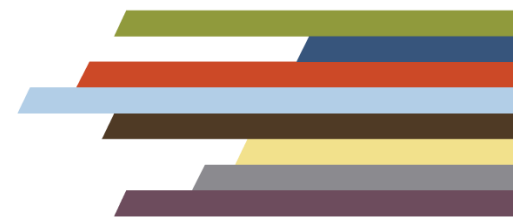
Essential Elements to Cultural Inclusiveness

1. Valuing diversity
2. Awareness of the “dynamic of difference”
3. Ability to institutionalize cultural knowledge
4. Adaptation to diversity
5. Cultural self-assessments



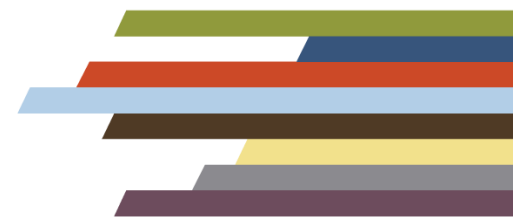
Individual Factors Associated with Disparities

- Race/Ethnicity
- Religion
- Socioeconomic status
- Ability
- Gender
- Age
- Sexual orientation
- Gender identity
- Other characteristics historically linked to discrimination or exclusion



Social Factors Associated with Disparities

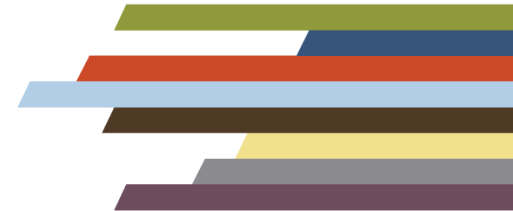
- Education
- Neighborhood Conditions
- Environmental Hazards
- Access to Prevention and Treatment
- Health Insurance Coverage



Poll Question: Disparities



- Disparities are a Product of Individual Bad Behaviors?
- Yes or No



Mass Incarceration

1970

200,000

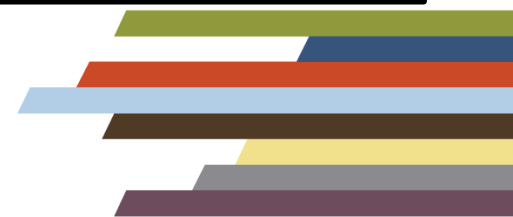


2020

2.3 Million

**People Incarcerated
in the USA!!!**

**5.5 to 6 Million Individuals
on Probation, Parole, House Arrest!**



Deliberate Policies!

- Deinstitutionalization

- War On Drugs

- Cri

- Po

- Ma

- No Voting Rights

- Schools Zones

- 3 Strikes and You're Out

So Called "Plea Bargains:"

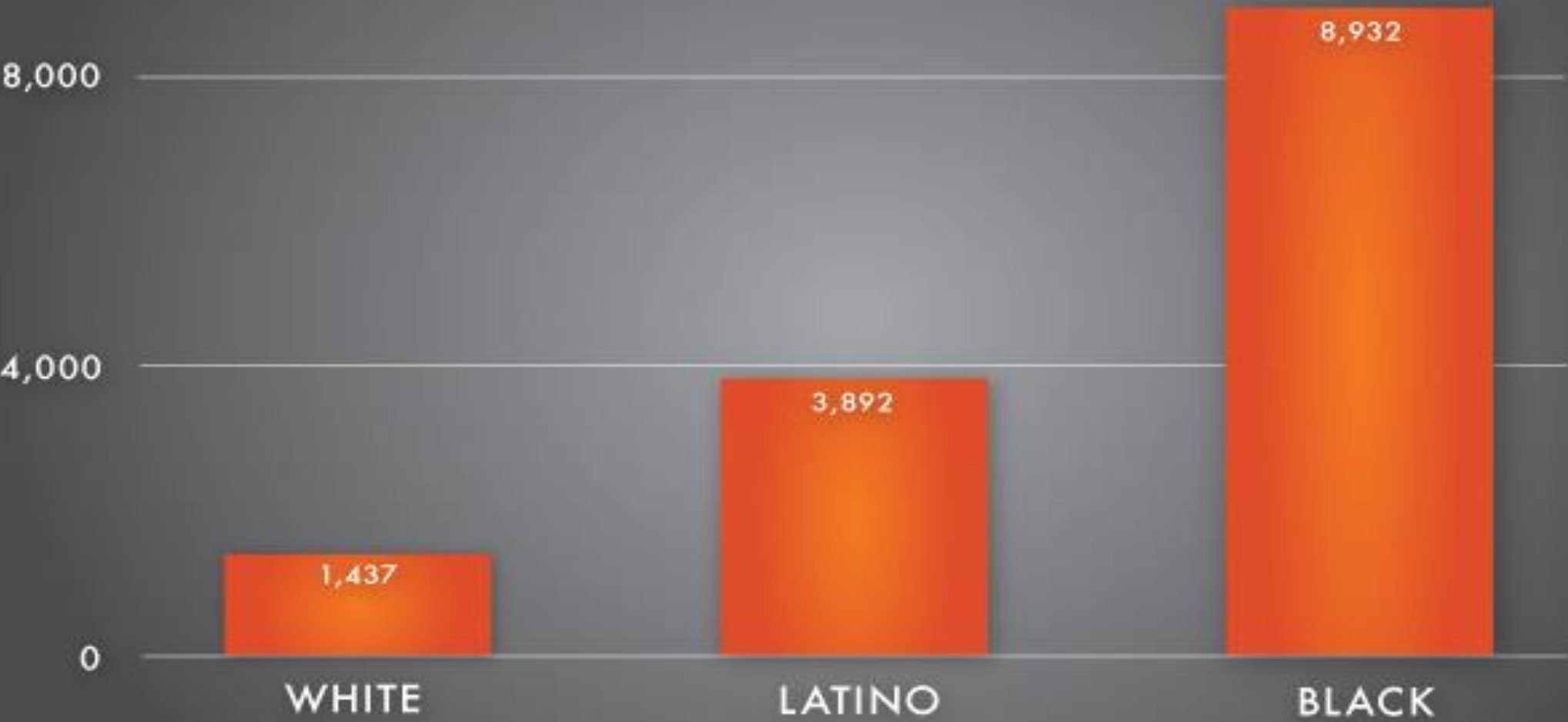
- 97% at the Federal level

- 94% State Level

- Others

Young Male Incarceration Rates, 2018

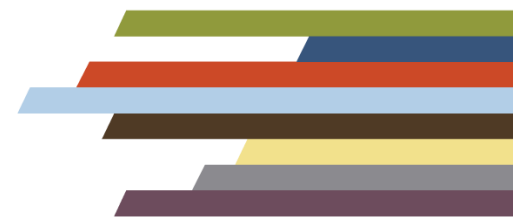
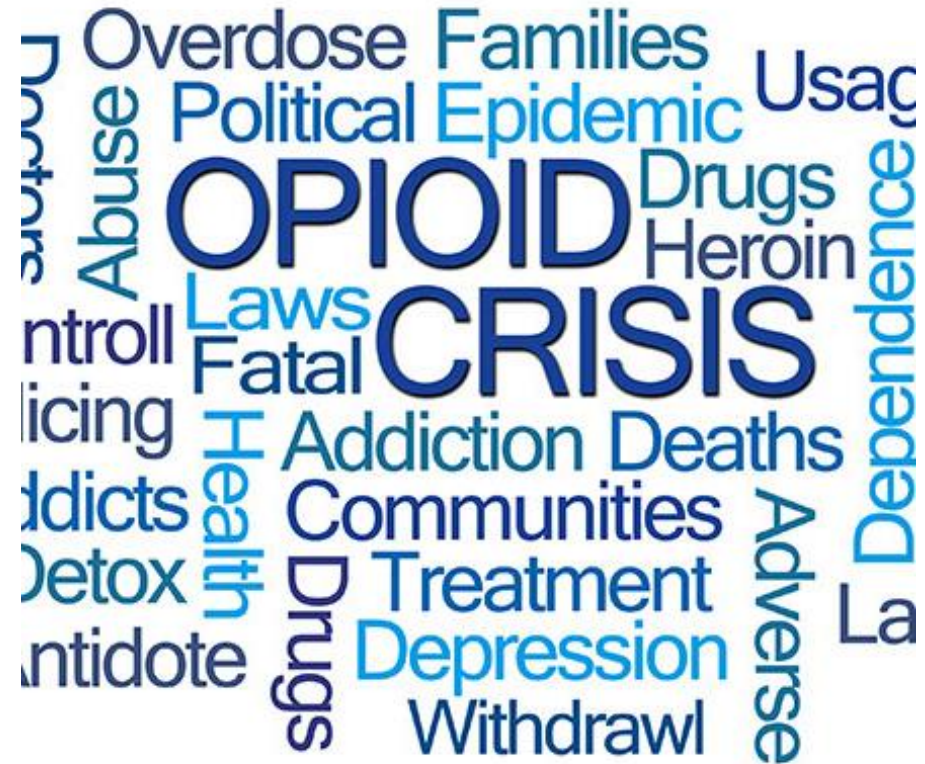
(number of people 25-29 years old incarcerated per 100,000 people in that age group)

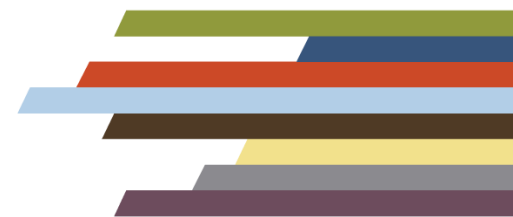
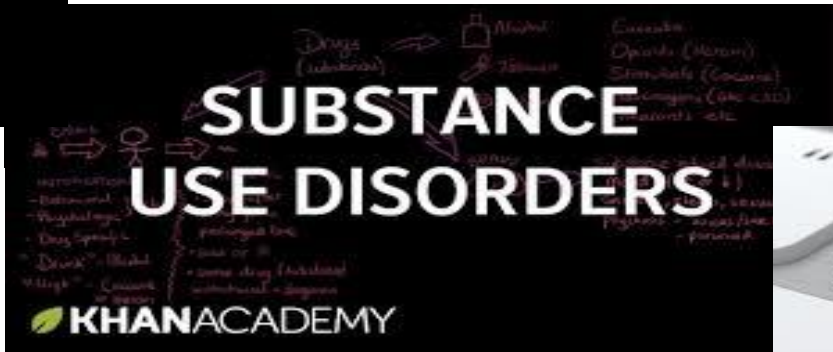


Opioid Crisis: Poll Question # 1

Do You Believe we only have an Opioid Crisis?

Yes, No, Not Sure



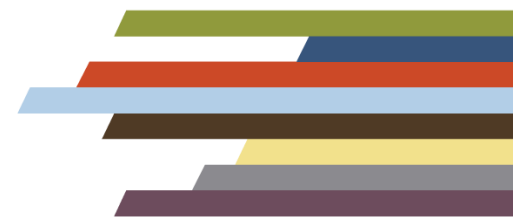


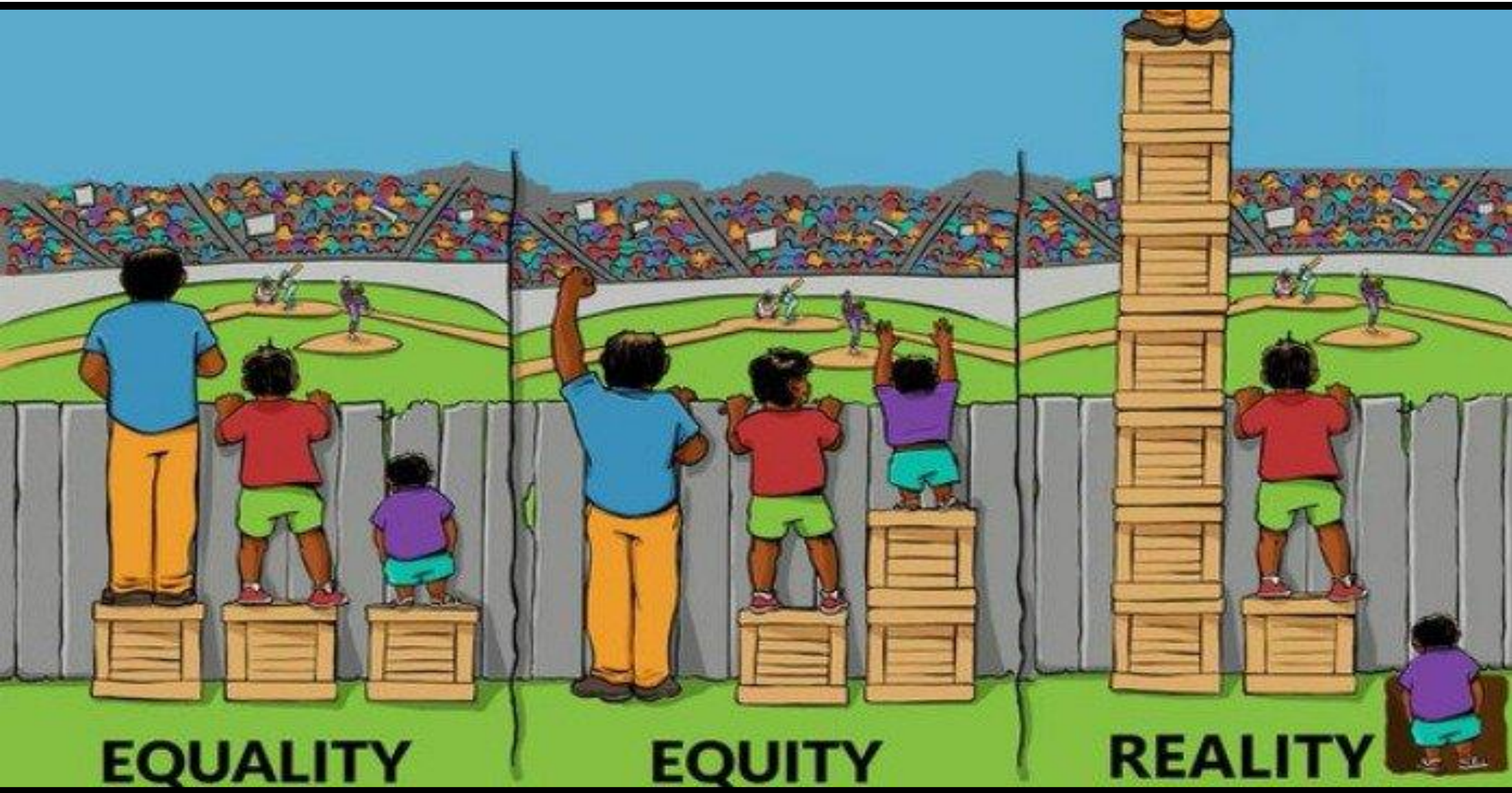
Massachusetts

- Myopic View of the Problem, Coupled with Inaction, will Yield Disparities and Inadequate Solutions!

Health Equity.....

“Behavioral Health Equity is the right to access quality health care for all populations regardless of the individual’s race, ethnicity, gender, socioeconomic status, sexual orientation, geographical location and social conditions through prevention and treatment of mental health and substance use conditions and disorders.” SAMHSA





EQUALITY

EQUITY

REALITY

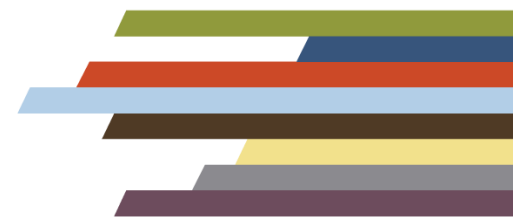


Breakout Session 1:

2 Observations Regarding Equality

2 Observations Regarding Reality

2 Observations Regarding Equity



Evidence: All Credible
Outcomes Show That...



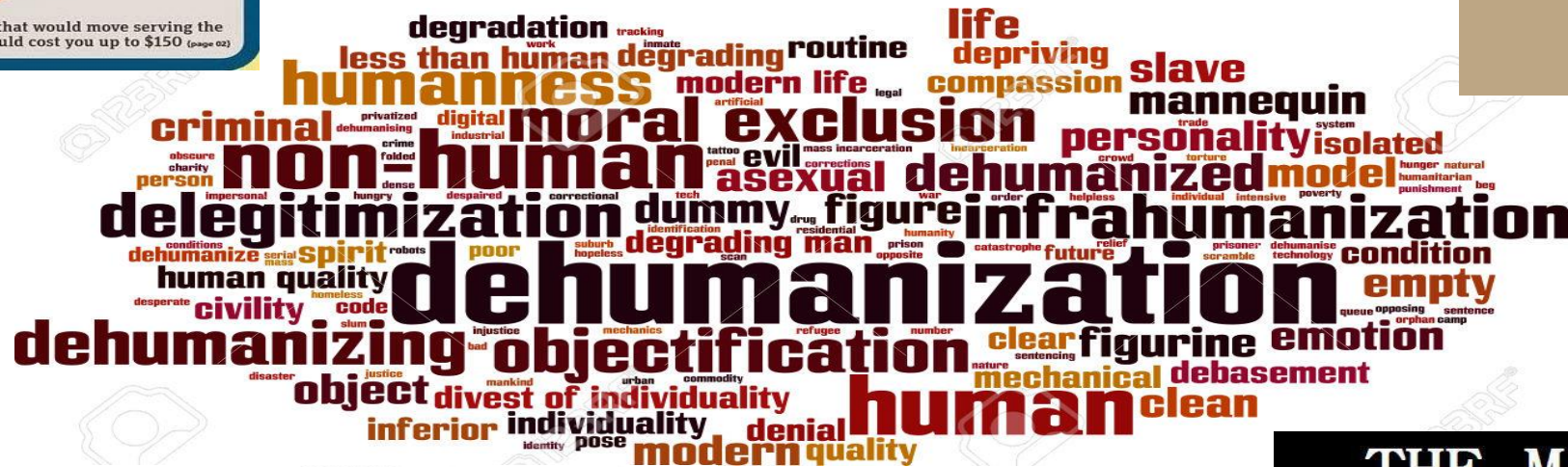
**THERES MORE
THAN ONE PATH TO
RECOVERY**

DO NOT FEED THE HOMELESS PEOPLE



Health board set to adopt odd regulation that would move serving the homeless indoors. Unauthorized charity could cost you up to \$150. (page 02)

SAVE ANIMALS



www.OTHER WORDS.ORG

PULL YOURSELF UP BY YOUR OWN BOOTSTRAPS, THEY SAID

INEQUALITY

THE MAJORITY OF AMERICA'S PROBLEMS CAN BE SOLVED WITH TWO WORDS.

PERSONAL RESPONSIBILITY

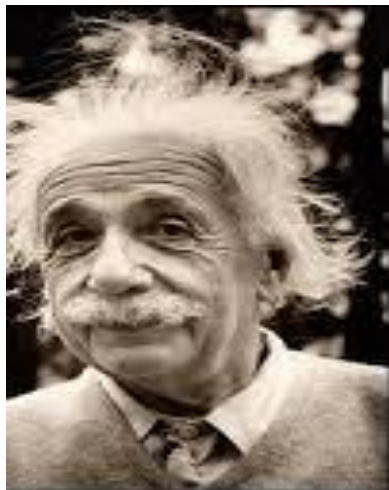
FAR RIGHT OF LEFT



natural
Strengths
abilities
gifts
Qualities
Core talents

Strengths-Based Engagement and Practice

CREATING EFFECTIVE HELPING RELATIONSHIPS



Everybody is a genius.
But if you judge a fish by its
ability to climb a tree, it will
live its whole life believing
that it is stupid.

—Albert Einstein

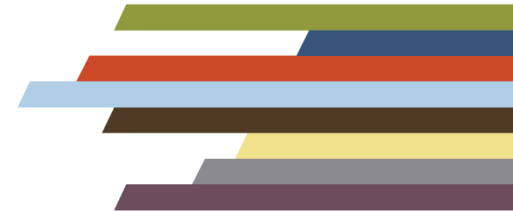


Cultural Self-Assessments

- Developed for individuals and organizations
- Gauge the degree to which you are effectively addressing the needs of culturally and linguistically diverse groups
- Determine your strengths and areas for growth
- Plan strategically for the systematic incorporation of culturally and linguistically competent policy, structures, and practices

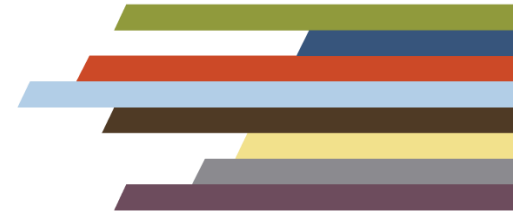
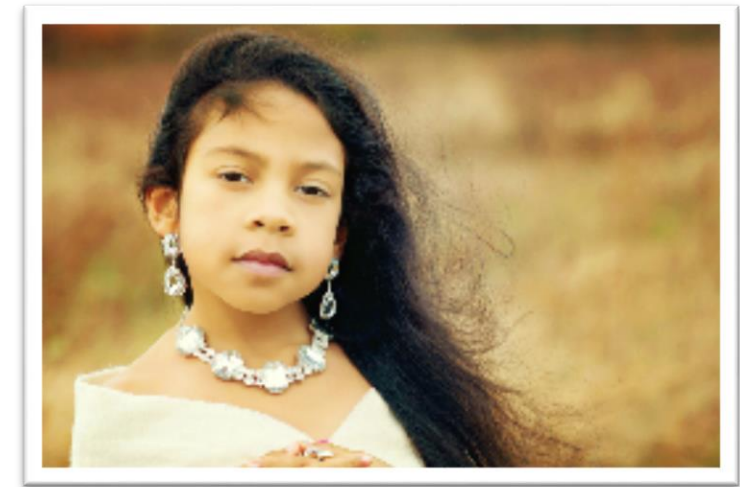


Source: National Center for Cultural Competency,
<https://nccc.georgetown.edu>



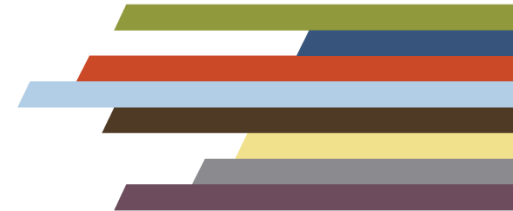
Enhanced National CLAS Standards (OMH, 2017)

The enhanced **National Standards for Culturally and Linguistically Appropriate Services** in Health Care are issued by the USDHHS' Office of Minority Health to **advance health equity, improve quality and eliminate health care disparities** by establishing a blueprint to implement culturally and linguistically appropriate services.



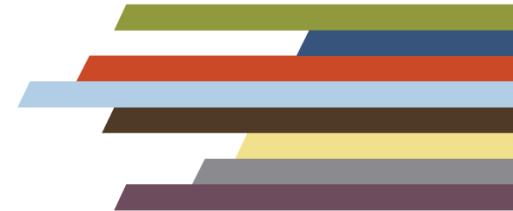
Principle CLAS Standard

- Provide effective, equitable, understandable and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy and other communication needs.



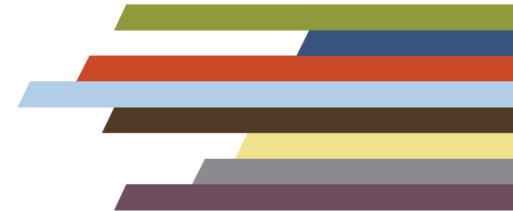
CLAS: Three Broader Themes

- Theme 1: Governance, Leadership and Workforce (Standards 2-4).
- Theme 2: Communication and Language Assistance (Standards 5-8).
- Theme 3: Engagement, Continuous improvement and Accountability (Standards 9-15).



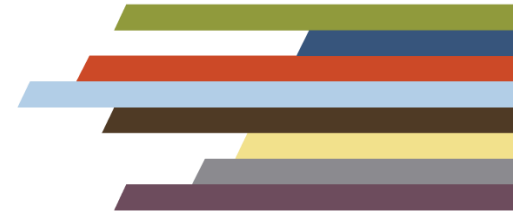
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- Theme 1: Governance, Leadership and Workforce (Standards 2-4).
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Breakout Session 2:

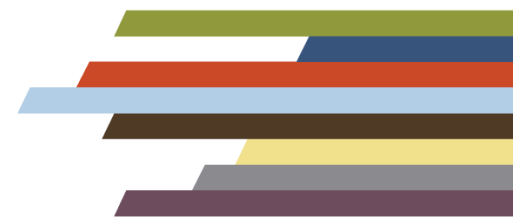
What are 2 Challenges to this Work
and 2 Ways to Overcome Them?





k45719400 www.fotosearch.com

iGracias! - Thank You!



Resources

- <https://www.thinkculturalhealth.hhs.gov/content/clas.asp>
- http://www.samhsa.gov/recoverytopractice/RTP-Contribution-Detail-For-A_Practical_Guide_for_Implementing_the_Recommended_National_Standards_for_Culturally_and_Linguistica-374.aspx
- National Center for Cultural Competence: <http://nccc.georgetown.edu/>
- Individual and Organizational Self Assessments: <http://nccc.georgetown.edu/resources/assessments.html>
- Additional Readings: <http://nccc.georgetown.edu/resources/publicationstitle.html>

