

CULTURAL COMPETENCY IN SPF

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Adapted mostly from CSAP



Intro

- To be effective, providers of all substance abuse prevention services must be culturally competent, regardless of the goals and objectives or the identified population of focus.
- Hence, cultural competence (along with sustainability) is necessary throughout the SPF process.

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What is Culture?

- definitions from participants
- The vast structure of behaviors, ideas, attitudes, values, habits, beliefs, customs, language, rituals, ceremonies and practices peculiar to a particular group of people which provides them with a general design for living and patterns for interpreting reality
- “The shared values, traditions, norms, customs, arts, history, folklore, and institutions of a group of people”

Orlandi, M. A. (Ed.). (1992). *Cultural competence for evaluators*

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..What is Culture?

- Culture shapes how people see their world and structure community and family life.
- Culture is broader than race and ethnicity, and people often belong to one or more subgroups, which influences what they think and how they act. Geography, lifestyle, age, disabilities, and other characteristics also affect attitudes and behavior.

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What is Competency?

-definitions from participants
- Ability
- Capacity
- Skill set

What then is Cultural Competency?

-definitions from the participants
- The ability to work effectively across cultures in a way that acknowledges and respects the culture of the person or organization being served *J. H. Hanley (1999) - Beyond the tip of the Iceberg: Five Stages toward cultural competence*
- The ability to, and the practice of moving in and out of cultures with ease *The ODMHSAS Diversity Council*

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..What then is Cultural Competency?

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- A set of academic & interpersonal skills that allow individuals to increase their understanding & appreciation of cultural differences & similarities within, among & between groups. This requires a willingness & ability to draw on community-based values, traditions, & customs & to work with knowledgeable persons of & from the community in developing focused interventions, communications, & other supports. Orlandi et.al.,(1992)
- ...the attainment of knowledge, skills & attitudes to enable administrators & practitioners within systems of care to provide for diverse populations. This includes an understanding of that group's or members language, beliefs, norms and values, as well as socioeconomic & political factors that may have a significant impact on their well-being, & incorporating those variables into assessment & treatment. CSAP, (1993)

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The ODMHSAS Mission

- To Promote Healthy Communities and Provide the Highest Quality Care to Enhance the Well-Being of all Oklahomans.
- *Advancing Cultural Competency throughout our agency's reach is vital for the success of our mission.*
- The ODMHSAS Cultural Competency Plan: draws heavily from CLAS; emphasis on 3 areas (Training, Halls/walls, Policies/procedures)

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ODMHSAS Culture Vision Tool



On-the-spot access to culturally competent patient care

SEARCH

PATIENT CARE

HOME

FAQS

GLOSSARY

CITATIONS

RESOURCES

CONTACT

COOK ROSS

LOGOUT



Watch Demo Video

Learn what CultureVision is and how to navigate around inside of it.

[View Demo](#)

Quarterly Newsletter NEW!

Catch up on what's new at CultureVision in our quarterly newsletter.

[Read Now](#)

Getting Started with CultureVision

Three Important Principles to Remember

- Diversity exists among individuals even within a given culture.** CultureVision provides information about general cultural archetypes, and prevalences within cultures. Individual differences occur depending upon a wide variety of influences including level of acculturation, socio-economic status, level of education, religious background, the region one comes from, as well as personal experience and history.
- Each patient operates within a unique cultural blueprint.** Use CultureVision as a source of questions, not answers. Explore how culture may have affected your patient – but do not make assumptions about them, as this can lead to stereotyping. Visit [14 Questions to Ask](#) for ideas on how to begin.
- Some patients may be receiving care outside the mainstream medical system.** Alternative forms of care may include herbal medications, acupuncture, energy treatments, nutritional supplements, and religious healing, among other treatments. Become familiar with these parallel healthcare treatments so you can learn to anticipate interactions.

[Start Here: How to Use This Tool Most Effectively](#)

Select Groups

Ethnic Groups

Religious Groups

Additional Communities



Culture News You Can Use

[Catch up on recent news articles about cultural competence](#)

Why cultural competence?

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- ...answers from participants
- To eliminate service and participation disparities for people of diverse racial, ethnic, and linguistic populations, as well as, consideration of gender, disabilities, and sexual orientation.
- To improve the effectiveness and the quality of the strategies chosen to achieve outcomes in the population of focus.

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..Why cultural competence?

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- To add to the body of knowledge, awareness and skill in the design, implementation, and delivery of prevention strategies
- To promote the philosophy that an effective strategy is a culturally competent strategy across the board, i.e., agency, policies, staff, and programs/practices
- Cultural affiliation often determines values and attitudes about health issues; responses to messages; and use of alcohol, tobacco, and illicit drugs.

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Needs Assessment

- Assemble culturally competent groups of experts and stakeholders to collect, analyze and interpret data
- Understand the roles of culture, race, ethnicity, and gender as they relate to assessment strategies and needs of the focus population
- Identify and apply assessment strategies appropriate for different **ODMHSAS** races, ethnicities and genders

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Capacity/Infrastructure Development

- Understand community mobilization from a fiscal, human, and material resources perspective with culturally appropriate strategies
- Create new fiscal, material, and human resources ensuring cultural representation (e.g., gender, age, language, disability)
- Implement a mechanism for providing continuing training and education to promote cultural competence, readiness, leadership, and evaluation

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Planning

- Develop knowledge of standard procedures for identifying and selecting culturally appropriate evidence-based strategies
- Identify necessary strategy adaptations for defined populations and community environment

Implementation

- Identify and acquire cultural appropriate materials and resources necessary to implement the selected prevention strategies
- Implement the cultural appropriate evidence-based prevention strategies with fidelity
- Understand technical assistance needs and develop skill in providing TA during implementation of prevention plan

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Evaluation

- Monitor, evaluate, sustain, and improve or replace strategies that fail
- Use data collection methods that are culturally responsive and appropriate
- Produce process and outcome reports in various formats to stakeholders and other appropriate audiences

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Conclusion

A Culturally competent strategy demonstrates sensitivity to and understanding of cultural differences in strategy design, implementation, and evaluation. Such strategies:

- Acknowledge cultures as a predominant force in shaping behaviors, values, and institutions
- Acknowledge and accept that cultural differences exist and have an impact on service delivery

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..Conclusion

- Believe that diversity within cultures is as important as diversity between cultures;
- Respect the unique, culturally defined needs of various populations;
- Recognize that concepts such as “family” and “community” are different for various cultures and even for subgroups within cultures;

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...Conclusion

- Understand that people from different racial and ethnic groups and other cultural subgroups are usually best served by persons who are a part of or in tune with their culture; and
- Recognize that taking the best of both worlds enhances the capacity of all

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Questions/Comments

- Who was the first woman to run for president of the USA?
- Next Training October 25-26, 2011

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