

Cultural Competence in Our Field: The Why, The What, The Where.

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Who is Robert Wright?

- A RSW Private Practitioner
 - direct practice and forensics
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- Expert in PCA & CIA
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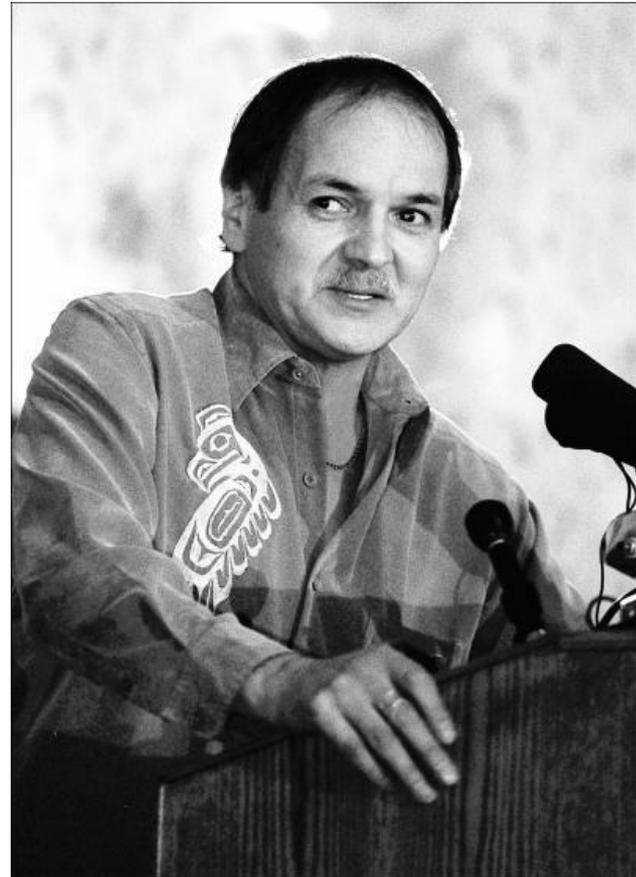
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Ubiquity of Cultural Competence

- In Health Care – NS Cultural Competence Guidelines in Primary Health
- In Education – Race Relations Officers, Cultural Education Curricula
- In Public Service – Cultural Competence as a Performance Measure of MCP Civil Servants

Context for CC: Racism in Criminal Justice System - 1989

- Marshall Inquiry (Royal Commission) established clearly - racism and discrimination exist in the criminal justice system
- Makes 82 recommendations aimed at reforming systems



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Context for CC: Formal recognition of racial indignity of police encounters



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RACE MATTERS

Black men fleeing the police is reasonable, Massachusetts court rules



**KENYA
DOWNS**

Digital
reporter/producer.

BY KENYA DOWNS *September 22, 2016 at 1:10 PM EDT*

A Massachusetts court rules that a history of racial bias in police searches makes it reasonable for black men to flee. Photo by Matthew Palmer/Getty Images

When black men flee to avoid an encounter with police, they're not being suspicious. That's according to a [recent ruling](#) by the Massachusetts Supreme Judicial Court. As

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Cultural Competence in Sexual Violence – Why?

- Overrepresentation of racialized persons as victims and as adjudicated offenders
- Socio-cultural-historical constructions of violence and sex
- Need for competence in service delivery for victims and perpetrators

Culturally Competence in Sexual Violence: Why?

- Racialized, Aboriginal, and Immigrant Canadians have gained space in society. They are demanding respectful and competent engagement.
- Racialized persons have experienced multiple overlapping and intersecting forms of trauma, and oppression which needs to be understood by their treatment professionals.
- Cultural competence is being “read into” the standards and ethics of most professions
- “The reasonable person is cognizant of the racial dynamics in the local community, and, as a member of the Canadian community, is supportive of the principles of equality” (R.v.S. (R.D.), [1997] 3 S.C.R. 484-1997-09-26, Supreme Court of Canada)

Cultural Competence: Definition

- Cultural competence refers to an ability to interact effectively with people of different cultures. Cultural competence comprises five essential capacities. We must:
 - A. understand our own cultural positions and how they differ from and are similar to others
 - B. understand the social and cultural reality in which we live and work and in which our clients live and work
 - C. cultivate appropriate attitudes towards cultural difference
 - D. be able to generate and interpret a wide variety of verbal and non-verbal responses
 - E. understand structural oppression and demonstrate awareness and commitment to social justice

Nichols' Model for Understanding Cultural Difference

Philosophical Perspective on Cultural Difference. Edwin Nichols (cf. work of Jung)

Different world cultures developed out of differing physical environments.

These world views have differing constructs:

- Axiology (values)
- Epistemology (way of knowing)
- Logic (principles of reason)
- Process (practice of reason)

THE PHILOSOPHICAL ASPECTS OF CULTURAL DIFFERENCE

DEVELOPED BY EDWIN J. NICHOLS, PH.D.

ETHNIC GROUPS ETHNIC WORLDVIEW	AXIOLOGY	EPISTEMOLOGY			LOGIC	PROCESS
		APPLIED	PEDAGOGY	METHODOLOGY		
EUROPEAN EURO-AMERICAN	Member-Object The highest value lies in the object or the acquisition of the object	One knows through Counting and Measuring	Parts to Whole	Linear and Sequential <i>-Assembly line-</i>	Dichotomous <i>Either/Or</i> <i>-Newtonian theory-</i>	All sets are repeatable and reproducible <i>-Technology-</i>
AFRICAN AFRICAN AMERICAN LATINO/A ARAB	Member-Member The highest value lies in the relationships between persons	One knows through Symbolic Imagery and Rhythm (function) <i>-Gladwell <u>Blink</u>-</i>	Whole Holistic Thinking <i>-The BIG picture-</i>	Critical Path analysis <i>-Cut to the chase-</i>	Diunital <i>Union of opposites</i> Difrasismo <i>-Aztec thought-</i> The In Between <i>Ibn 'Arabi</i> <i>-Quantum theory-</i>	All sets are interrelated through human and spiritual networks <i>-Black church-</i>
ASIAN ASIAN AMERICAN POLYNESIAN	Member-Group The highest value lies in the cohesiveness of the group	One knows through Transcendental Striving <i>-Tree the forest-</i>	Whole and parts are seen simultaneously <i>-To read a Chinese word-</i>	Cyclical and Repetitive <i>-Stroke order in writing a Chinese word-</i>	Nyaya <i>-The objective world is conceived independent of thought and mind-</i> <i>-Chaos theory-</i>	All sets are independently interrelated in the harmony of the universe <i>-Keiretsu-</i>
NATIVE AMERICAN	Member-Great Spirit The highest value lies in oneness with the Great Spirit	One knows through Reflection and Spiritual Receptivity <i>-Purification rites-</i>	Whole is seen in cyclic movement <i>-Seasons-</i> <i>-Medicine Wheel-</i>	Environmentally experiential reflection <i>-Rites of Passage-</i>	Great Mystery <i>-A set of 4 and a set of 3 form the whole-</i> <i>-Super string theory-</i>	All sets are interrelated through the elements, plant, animal, and spiritual networks <i>-White Buffalo-</i>

Social, Cultural and Historical Context

North American Diversity is fraught with complicated and tragic history

- **Enslavement of Africans, Genocide of First Nations, Global strife resulting in trans-global immigration etc.**

A local knowledge of how our racist history is a living legacy is necessary: Africville, Cornwallis.

(Aylward talks of the need for this knowledge to aid in our ability to “spot issues” of race)

Appropriate Attitudes

Cultural competence requires that practitioners actually *value* diversity, not just tolerate it. In a nation that acknowledges multiple founding peoples, that was built up on the foundation of ethnic/immigrant labour and whose future depends on immigration any other attitude should reasonably be seen as unacceptable. (cf. “reasonable person” RvS)

Communicating Across Cultures

Cross cultural communication is a complex study in cultural hermeneutics. In sociology: the context of a person's world view is necessary for the proper understanding and interpretation of behaviour and rhetoric (c.f. Voyvodic, pp. 16, 17)

Before meaningless, unnatural, non-human or immature behaviour and corresponding values are attributed to people of another culture, it is better to begin by doubting the adequacy of one's own judgment and knowledge

- **Elmar Holenstein**

Elmar Holenstein Paraphrased

Before you conclude that I
am crazy you should consider
the possibility that you are
stupid!

Understand Structural Oppression

- What have you done/do you do that demonstrates generally that you understand structural oppression and are therefore accessible to and identified as an ally to racialized, Aboriginal, immigrant and otherwise marginalized individuals?
- Does your language in explaining perceived racism demonstrate this commitment?

Cultural Competence Applied

- Revisiting Black Male Sexual Victimization from MATSA/MASOC Conference 2017

African American Social, Cultural and Historical Reality: Begins with . . . European Trade Triangle



History of Black Male Sexual Victimization

■ In Slavery

- Black women's sexual abuse in slavery is well documented
- Male bodies similarly eroticized and fetishized
- Male genital torture and mutilation well documented
- Males forced, powerless spectators of Black women's rape
- Males forced to rape Black women while white men watched
- Forced "slave breeding"
- Males sexually assaulted by male slave owners (>with proximity)
- Males sexually assaulted by female slave owners

(Foster. T. (2011). The Sexual Abuse of Black Men under American Slavery. Journal of the History of Sexuality 20, 2. pp. 445-464)

History of Black Male Sexual Victimization

- After Slavery
 - Literature is limited
 - Similar patterns continue to exist
 - Brutal attacks on Black men often involve genital torture and mutilation
 - Masculinity of Black males under constant threat
 - Increased opportunities for sexual exploitation



History of Black Male Sexual Victimization

- More modern times
 - Black bodies eroticized and fetishized
 - higher incidence of child abuse
 - higher incidence of being in care and incarceration (youth and adult)
 - ubiquity of abuse in oppressive institutions
 - Hip hop framing of male sexuality
 - <https://www.youtube.com/watch?v=RR6Wy9Lhjr0> @12:40



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Incorporating Cultural Competence

- Ask about socio-cultural, ethno-cultural location.
- Research incidence, experiences and attitudes of sex and sexual abuse within various ethno-cultural communities.
- Add an example or case study that demonstrates intersections of gender, race and ethno-cultural backgrounds.

Q & A

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