Cultural Competence, Equity and Inclusion

Dr. Dietra Hawkins

February 11, 2020

Birmingham, AL

Created by Dietra Hawkins, PsyD
Who am I?

Mom of one, Wife, Clinical Psychologist, Pronouns – she, her, hers, Black Catholic, Memphis Tn, Voter, Ally, Book and Dance enthusiast

Finding Another Way

➢ Cultural Competence
➢ ROSC
➢ Appreciative (Asset based) approaches

Created by Dietra Hawkins, PsyD

This Photo by Unknown Author is licensed under [CC BY-SA-NC](https://creativecommons.org/licenses/by-sa/4.0/)
Hope

• One Hope for being here?
• How agile are you?
Overview

- Dialogue vs Debate
- Key Terms: Implicit bias, Diversity, Equity, & Inclusion
- Community Mapping
- Networking
- Visioning
Basic Tenets

• Everything we do exists within a cultural context.
• Becoming culturally competent is a process; there is no endpoint.
• Becoming aware of our own personal cultural filters is essential to this work.
• This work is messy, some toes will be trampled.
Process of Gaining Cultural Competence

Lacks cultural awareness and thinks there is only one way of doing things

Recognizes different cultures and seeks to learn about them

Actively seeks knowledge about other cultures; educates others about cultural differences

Culturally Incompetent

Views themselves as culturally superior to other cultures

Sees all the same people, and thinks everyone should be treated the same

Accepts, appreciates and accommodates cultural differences. Understands the effect his/her own culture has in relating to others

Culturally Competent

Created by Dietra Hawkins, PsyD
• “How to” and cookbook approaches actually work to promote stereotyping.
• Stereotyping is a natural part of what we as “people” do.
• We all have a role to play.
• No one here is to blame nor personally responsible for institutional bias.
How to start a movement
https://www.youtube.com/watch?v=RXMnDG3QzxE
In a full-issue article on Australia that ran in National Geographic in 1916, aboriginal Australians were called “savages” who “rank lowest in intelligence of all human beings.” The magazine examines its history of racist coverage in its April issue.

C.P. Scott (L) and H.E. Gregory (R)/National Geographic
Be Mindful of...

• Oops!
• Ouch!
• Open Minded
• Vegas Rules
• Self Care
• Fixing Impulse...
• Cross talk

This Photo by Unknown Author is licensed under CC BY-SA
Listen and Believe me

"Most people do not listen with the intent to understand; they listen with the intent to reply."

Stephen R. Covey (1932-2012)
InspirationBoost.com

This Photo by Unknown Author is licensed under CC BY-SA-NC
We need two volunteers
<table>
<thead>
<tr>
<th>DIALOGUE</th>
<th>DEBATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is collaborative: two or more sides work together toward common understanding.</td>
<td>Is oppositional: two sides oppose each other and attempt to prove each other wrong.</td>
</tr>
<tr>
<td>Finding common ground is the goal.</td>
<td>Winning is the goal.</td>
</tr>
<tr>
<td>One listens to the other side(s) in order to understand, find meaning and find agreement.</td>
<td>One listens to the other side in order to find flaws and to counter its arguments.</td>
</tr>
<tr>
<td>Enlarges and possibly changes a participant’s point of view.</td>
<td>Affirms a participant's own point of view.</td>
</tr>
<tr>
<td>Reveals assumptions for re-evaluation.</td>
<td>Defends assumptions as truth.</td>
</tr>
<tr>
<td>DIALOGUE</td>
<td>DEBATE</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Causes introspection on one’s own position</td>
<td>Causes critique of the other position.</td>
</tr>
<tr>
<td>Opens the possibility of reaching a better solution than any of the original solutions.</td>
<td>Defends one's own positions as the best solution and excludes other solutions.</td>
</tr>
<tr>
<td>Creates an open-minded attitude: an openness to being wrong and an openness to change.</td>
<td>Creates a close-minded attitude, a determination to be right.</td>
</tr>
<tr>
<td>One submits one’s best thinking, knowing that other people's reflections will help improve it rather than destroy it.</td>
<td>One submits one's best thinking and defends it against challenge to show that it is right.</td>
</tr>
</tbody>
</table>
Who here is good at Debate?
Dyads

• Please find a partner
• Wait for me
• You will each have 2 minutes
• Here is the 1st question...
Dyad- Stay with partner

What is your experience with these three words:

Preference- Prejudice- Power
Preference - Prejudice - Power

- **Preference**: can be benign, causing no harm.

- **Prejudice**: an emotional commitment to a particular point of view, not swayed by contradictory evidence.

- **Power**: the element in all “isms” to affect another person’s life.

Middlesex Healing Racism Coalition

Created by Dietra Hawkins, PsyD
Privilege

http://www.upworthy.com/watch-a-clever-teacher-annoy-the-back-row-of-class-to-teach-all-students-an-important-lesson?c=ufb1

1. a right, immunity, or benefit
2. a special right, immunity, or exemption granted to persons in authority
Culture

Defined as the integrated pattern of thoughts, communications, actions, customs, beliefs, values, and institutions associated, wholly or partially, with racial, ethnic, or linguistic groups, as well as with religious, spiritual, biological, geographical, or sociological characteristics. Culture is dynamic in nature, and individuals may identify with multiple cultures over the course of their lifetimes.
Equality...Equity

THE DIFFERENCE MATTERS.
*Ask a Different Question*

- What are the kids trying to do?

*Listen Differently!*
Don’t just tell a different version of the same story. Change The Story!
Integration vs Inclusion

Inklusion

Exklusion  Separation  Integration

Created by Dietra Hawkins, Psy.D. | Both And Partners Inc.
Intersectionality

“The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise.” (Oxford Dictionary)

**First used by Kimberle Crenshaw**
Culturally Competent Organizations

- Value diversity
- Conduct cultural self-assessments
- Clearly state their vision
- Understand the dynamics of difference
- Institutionalize cultural knowledge
- Adapt to diversity
Inclusion

https://www.youtube.com/watch?v=2g88Ju6nksg

This Photo by Unknown Author is licensed under CC BY-NC-ND
KEEP CALM AND STOP RACISM
Marley Dias talks about Institutional Racism

Created by Dietra Hawkins, PsyD
Implicit Bias
Harvard Test

• Mental short cuts

https://www.youtube.com/watch?v=ZWa09tUzqf4
Bias isn’t Just a Police Problem

https://www.youtube.com/watch?time_continue=75&v=ucEAcIImkS0c
What’s in Your Community?

Community mapping and Identifying assets

Created by Dietra Hawkins, PsyD
Find a Sheet of paper and a pen...
Share your vision of Equity
If you woke up tomorrow and we had “equity” what would your day be like? How would you know things were different?
Take 5 minutes
World Cafe
Priorities

• Examples of what has worked
• Data collected
• Who are your stakeholders
• Long term strategies
• Leveraging resources
• True inclusion- what has this looked like?

Created by Dietra Hawkins, PsyD
Thank You!