




Bringing Cultural Diversity and Linguistic Competency to Our Work

Maria Pinkelton, Public Relations Director, GCDD



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What are our goals today?

- Define culture/cultural diversity and describe its dimensions.
- Describe factors that influence cultural diversity among individuals and groups.
- Explore the intersection of race, ethnicity, and disability.
- Describe possible frameworks for cultural competence and its implications for organizations and personnel that support individuals with intellectual, developmental, and other disabilities and their families.
- Define linguistic competency and possible platforms we can use to build this competency within our organizations.
- Apply these concepts to challenges encountered in their respective roles and settings.

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WHAT IS CULTURE



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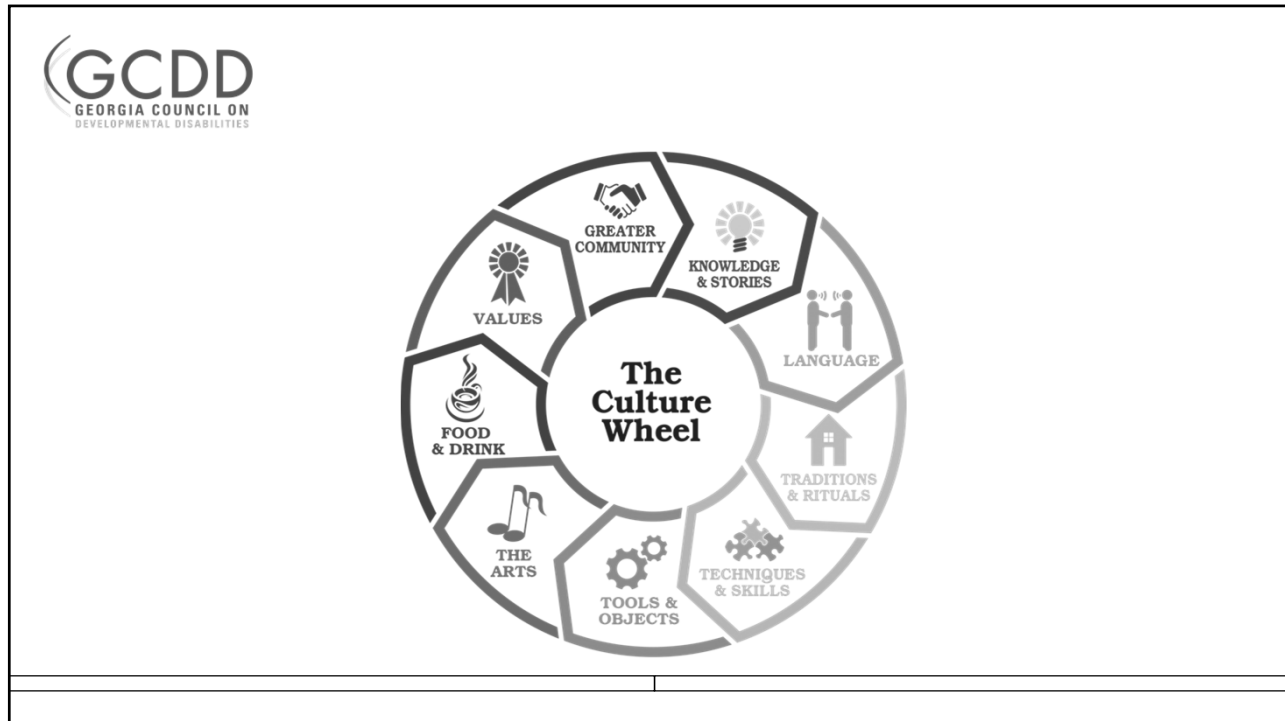


CULTURE IS:

- The learned and shared knowledge that specific groups use to generate their behavior and interpret their experience of the world.
- Comprised of beliefs about reality, how people should interact with each other, what they know about the world, and how they should respond to the social and material environments in which they find themselves.
- Reflected in religion, morals, customs, politics, technologies, and survival strategies of a given group. It affects how groups work, parent, love, marry, and understand health, mental health, wellness, illness, disability, and end of life.

Data Source: Gilbert, J., Goode, T. D., & Dunne, C. (2007). *Cultural awareness*. From the *Curricula Enhancement Module Series*. Washington, DC: National Center for Cultural Competence, Georgetown University Center for Child and Human Development.

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- is applicable to all peoples
- is value laden & rooted in belief systems
- is active & dynamic
- is multilayered & multidimensional
- exists at conscious & unconscious levels
- provides group member identity
- structures perceptions & shapes behaviors
- varies in expression both among and between individual group members
- permeates every aspect of life

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Culture is akin to being the person observed through a one-way mirror; everything we see is from our own perspective.



It is only when we join the observed on the other side that it is possible to see ourselves and others clearly – but getting to the other side of the glass presents many challenges.

(Lynch & Hanson 1992 Developing Cross Cultural Competence)

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A DEEPER LOOK:

THE POSSIBILITY AND PROBABILITY OF MULTIPLE CULTURAL IDENTITIES.

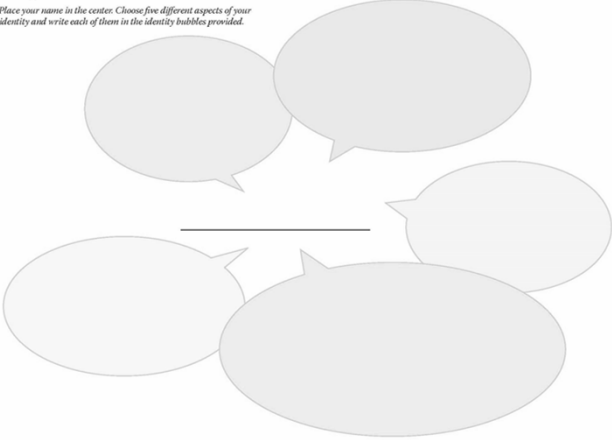
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My Multicultural Self
MIDDLE/UPPER GRADES ACTIVITY

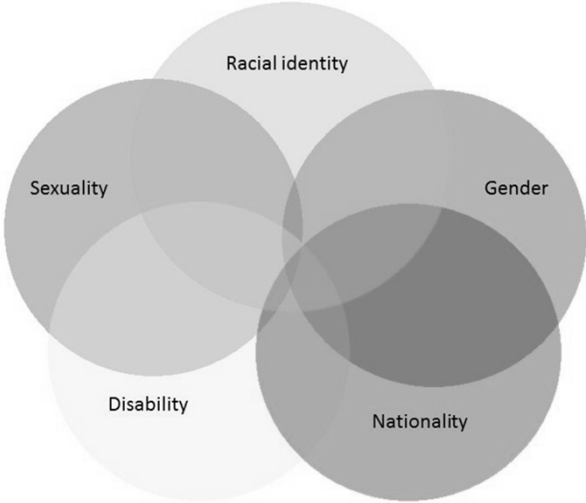
TEACHING TOLERANCE

Place your name in the center. Choose five different aspects of your identity and write each of them in the identity bubbles provided.



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WHAT IS CULTURAL DIVERSITY AND HOW DO I MAKE IT A REALITY IN MY SPACES

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CULTURAL DIVERSITY IS:

The differences in ethnic or racial classification & self-identification, tribal or clan affiliation, nationality, language, age, gender, sexual orientation, gender identity or expression, socioeconomic status, education, religion, spirituality, physical and intellectual abilities, personal appearance, and other factors that distinguish one group or individual from another.

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- Age
- Disability (congenital)
- Disability (acquired)
- Religion (spirituality or no affiliation)
- Ethnicity (or race)
- Social economic status/class
- Sexual orientation
- Indigenous heritage
- National origin
- Gender (gender identity & expression)



Data Source: Adapted from Hays, Pamela. (2001). Addressing cultural complexities in practice. A framework for clinicians and counselors. Washington, DC: American Psychological Association.
 Hays, Pamela. Addressing the complexities of culture and gender in counseling. *Journal of Counseling & Development*. 74.4 (Mar./Apr. 1996). 332

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Projections for the U.S. Population: 2014 to 2060

The U.S. population is projected to become more diverse and by 2044:

- The United States is projected to become a plurality nation. While the non-Hispanic White (alone) population will still be the largest, no race or ethnic group is projected to have greater than a 50 percent share of the nation's total.
- More than half of all Americans are projected to belong to a minority group, any group other than non-Hispanic White alone, and will become majority-minority.

Data Source: Colby, Sandra L. and Jennifer M. Ortman, Projections of the Size and Composition of the U.S. Population: 2014 to 2060, Current Population Reports, P25-1143, U.S. Census Bureau, Washington, DC, 2014.

Retrieved on 7/4/16 from <http://www.census.gov/content/dam/Census/library/publications/2015/demo/p25-1143.pdf>

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Projections for the U.S. Population: 2014 to 2060

- The child population within the United States is even more diverse and is projected to experience the majority-minority crossover in 2020, just 6 years into the future.
- By 2060, nearly one in five of the nation's total population is projected to be foreign born.

Data Source: Colby, Sandra L. and Jennifer M. Ortman, Projections of the Size and Composition of the U.S. Population: 2014 to 2060, Current Population Reports, P25-1143, U.S. Census Bureau, Washington, DC, 2014.

Retrieved on 7/4/16 from <http://www.census.gov/content/dam/Census/library/publications/2015/demo/p25-1143.pdf>

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The Developmental Disabilities Assistance and Bill of Rights Act of 2000

SEC. 102. DEFINITIONS. [42 USC 15002]

The term ***cultural competence*** means services, supports or other assistance that are conducted or provided in a manner that is responsive to the beliefs, interpersonal styles, attitudes, language and behaviors of individuals who are receiving services, and in a manner that has the greatest likelihood of ensuring their maximum participation in the program.

Source: Retrieved on 4/24/19 from http://www.acl.gov/Programs/AIDD/DDA_BOR_ACT_2000/p2_11_subtitleA.aspx

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Cultural/Linguistic Barriers to Accessing Services and Supports

- Historical mistrust of health care, mental health, education and social service professionals
- Based on country of origin, unfamiliar with services and supports offered in the U.S.
- Experiences of racism, oppression, ableism, sexism, homophobia, religious-phobias, discrimination, oppression and bias
- Cultural beliefs about the meaning of disability (including differing value systems)
- Stigma
- Literacy and health literacy
- Limited English Proficiency

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WHAT ARE THE TOP FIVE LANGUAGES (OTHER THAN ENGLISH) SPOKEN IN GEORGIA?

*This data source does not include American Sign Language

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As of the last census taken in 2010...

- Spanish is spoken by 651,583 or 7.42% of Georgians
- Korean is spoken by 44,702 or .51% of Georgians
- Vietnamese is spoken by 38,244 or .44% of Georgians
- French is spoken by 36,679 or .42% of Georgians
- Chinese (including Mandarin) is spoken by 33,009 or .38% of Georgians

Retrieved on 10/4/19 from Census.gov <https://www.census.gov/newsroom/press-releases/2015/cb15-185.html>

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Atlanta metro area


- At least **146 languages** are spoken at home.
- 17 percent of the metro area population age 5 and over speak a language other than English at home.
- One of the smaller language groups found there is **Swahili**, with 4,195 speakers.

Retrieved on 10/4/19 from Census.gov <https://www.census.gov/newsroom/press-releases/2015/cb15-185.html>

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**HOW MANY LANGUAGES
IS THE GCDD WEBSITE
AVAILABLE IN**

?

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Including English, 95!

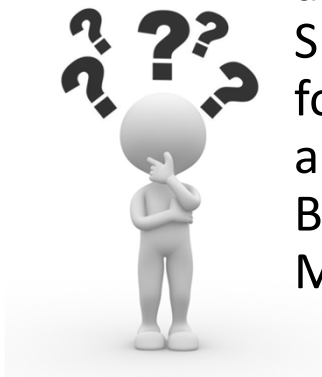
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HOW MANY FORMATS IS *MAKING A DIFFERENCE* MAGAZINE AVAILABLE IN

?

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Our *Making a Difference* magazine is available in digital (ISSU), audio, Spanish and a large print (.doc) format which can be downloaded as a Word document and translated into Braille or by using Google(104) and Microsoft (108)translation tools.

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WHAT IS LINGUISTIC COMPETENCE



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LINGUISTIC COMPETENCE IS:

The capacity of an organization and its personnel to communicate effectively and convey information in a manner that is easily understood by ALL POPULATIONS.

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Linguistic Competence requires an organization to utilize:

- Personnel
- Budget resources
- Policy development
- Practices
- Procedures



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WHERE DO I BEGIN IN MY QUEST TO ACHIEVE
CULTURAL DIVERSITY AND LINGUISTIC
COMPETENCY



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**RESOURCES ABUOND AND
MANY ARE LOW
TO NO COST!
CONSULT LIST PROVIDED.**

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