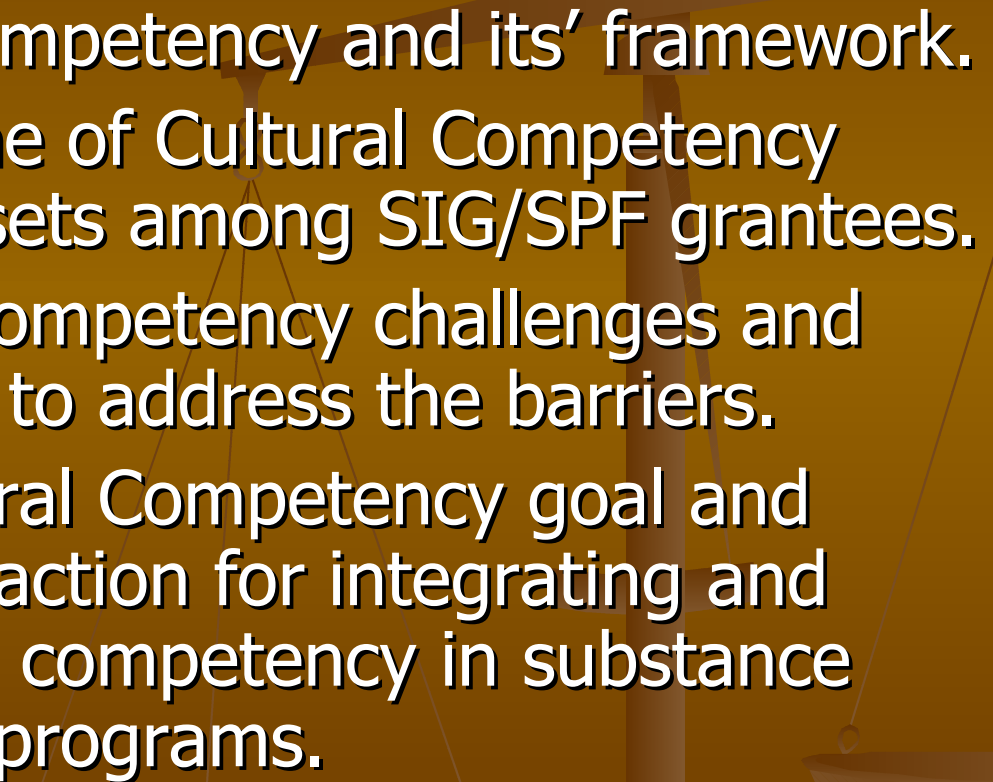


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Vermont Department of Health SIG/SPF Cultural Competency Training & Strategic Planning Agenda: November 14, 2008

- Welcoming Remarks: Jo Ellen Tarallo-Falk
- Introduction to Presenter: Deoshore F. Haig-Johnson
- Overview of Training Goals, Logistics and Participant Expectations
- Cultural Icebreaker Activity
- Review of SIG/SPF adopted HRSA/DHHS Cultural Competency Definition
- **BREAK**
- Stepping Stones Activity: Identifying the series of steps that led to the department/division to integrate cultural competency into its substance abuse prevention programs
- Cultural Competency success stories and challenges
- **LUNCH**
- Review CSAP three levels of action for the application of Cultural Competency (state, community, and program level responsibilities)
- Review the seven domains identified by HRSA/DHHS Cultural Competency Framework
- **BREAK**
- Identify a Cultural Competency goal and plan of action for integrating and sustaining cultural competency on a state-wide level
- Wrap up and evaluations

TRAINING GOALS

- Define Cultural Competency and its' framework.
 - Establish a baseline of Cultural Competency Professional Skill-sets among SIG/SPF grantees.
 - Discuss Cultural Competency challenges and identify strategies to address the barriers.
 - Identify one Cultural Competency goal and develop a plan of action for integrating and sustaining cultural competency in substance abuse prevention programs.
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SIG/SPF adopted HRSA/DHHS Cultural Competency Definition

“A set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals, and enable that system, agency, or those professionals to work effectively in cross-cultural situation...”

Source: HRSA/DHHS Indicators of Cultural Competence in Health Care Delivery Organizations: An Organizational Cultural Competence Assessment Profile by Lewin Group, Inc., April 2002

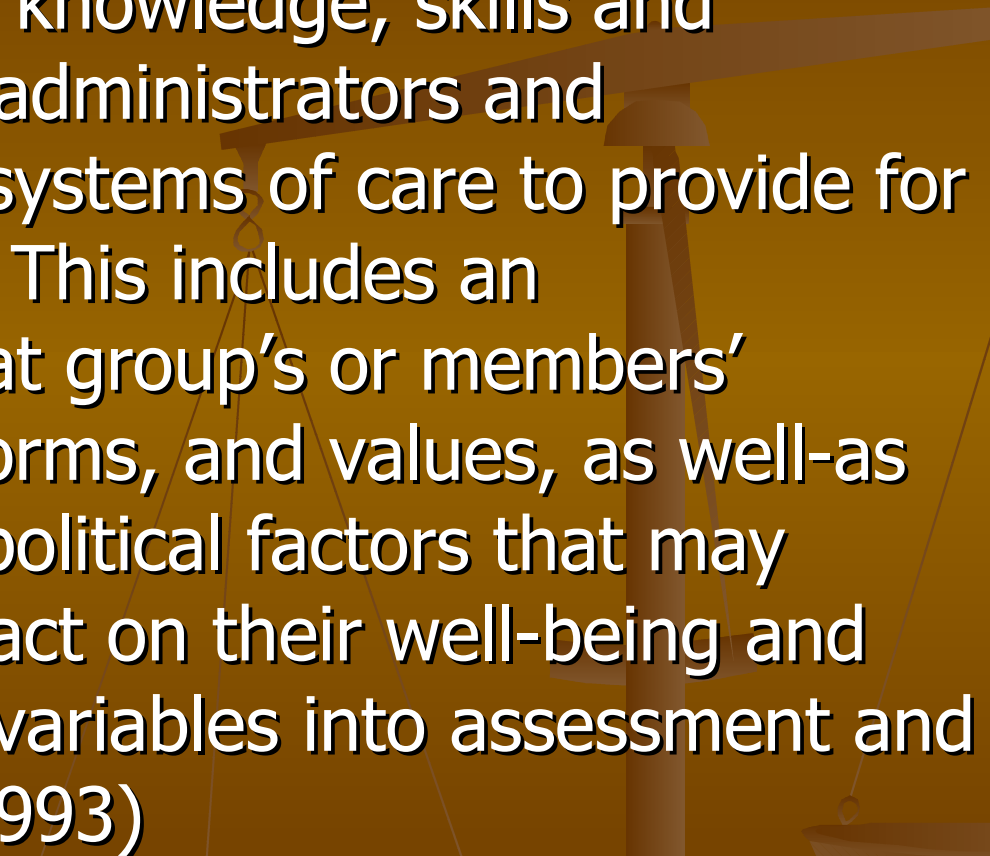
CSAP Definitions of Cultural Competency

"...A set of academic and a set of interpersonal skills that allow individuals to increase their understanding and appreciation of cultural differences and similarities within, among and in between groups. This requires a willingness and ability to draw on community-based values, traditions and customs, and to work with knowledgeable persons of and from the community in developing focused interventions communications and other supports."

Orlandi, et a.(1992)

CSAP Definitions of Cultural Competency Continued

“...the attainment of knowledge, skills and attitudes, to enable administrators and 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 and political factors that may have significant impact on their well-being and incorporating those variables into assessment and treatment.” (CSAP 1993)



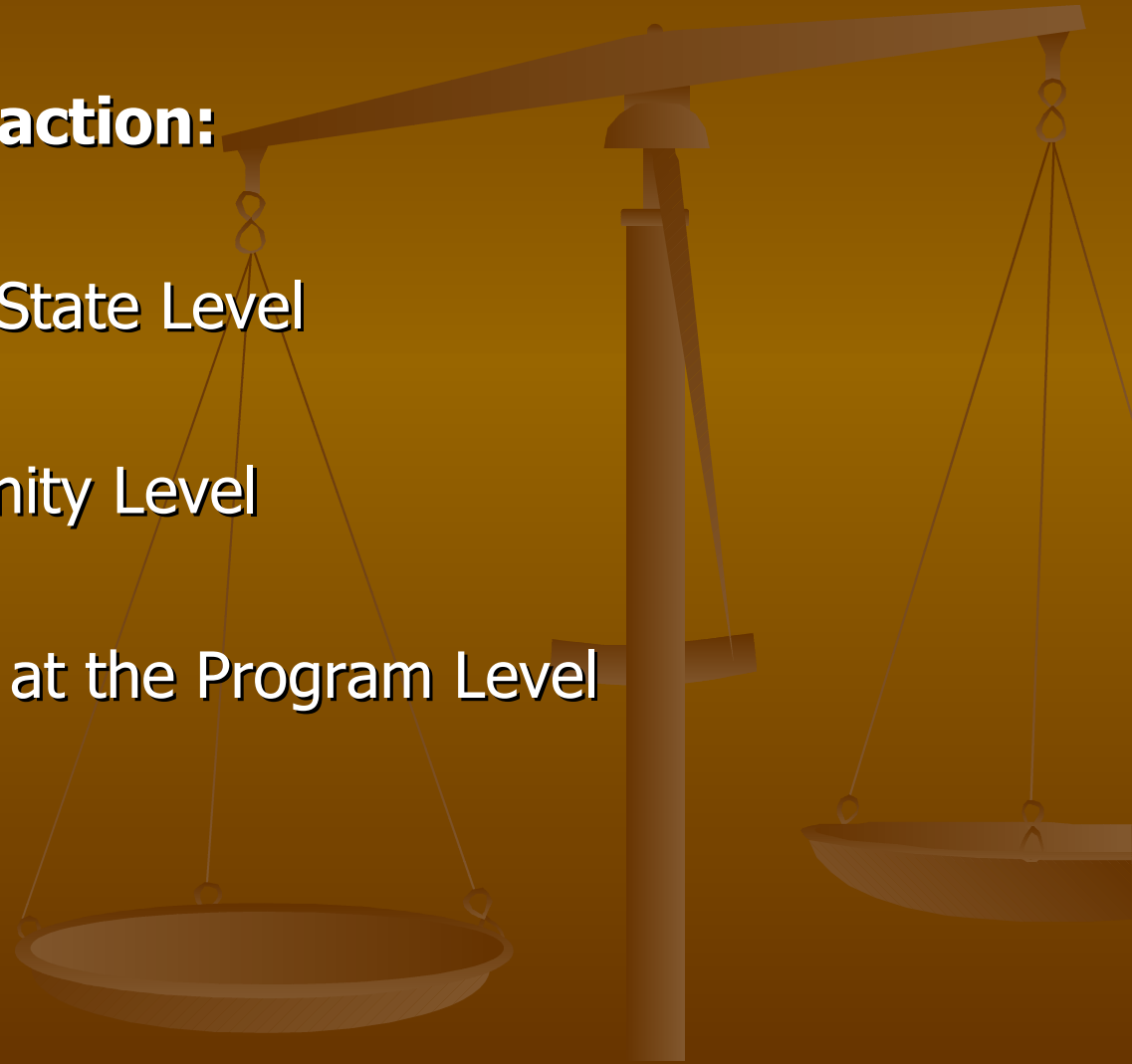
Diversity within Cultures

- 
- Race
 - Ethnicity
 - Nationality
 - Socioeconomic class
 - Religion
 - Gender
 - Sexual orientation
 - Physical/disability/challenges
 - Language
 - Martial status
 - Age
 - Family structure
 - Family size
 - Coping mechanisms
 - Values
 - Health beliefs & practices
 - Education
 - Literacy
 - Employment
 - Physical appearance
 - Body structure
 - Geography
 - Neighborhood
 - Hobbies
 - Behaviors
 - Personality
 - Left/right handedness
 - Others:

CSAP Cultural Competency Multi-level Approaches

CSAP three levels of action:

- Responsibility at the State Level
- Focus at the Community Level
- Cultural Competency at the Program Level



CSAP Cultural Competency Multi-level Approaches

Responsibility at the State Level

- Provide a shared framework-including definitions, goals, objectives and measures,-for approaching substance abuse prevention in a culturally competent manner.
- Establish and monitor cultural competence policy statewide.
- Support state and local partners-both internal and external-to develop the capacity, tools and skills necessary to be successful in conducting prevention efforts in a culturally competent manner.

CSAP Cultural Competency Multi-level Approaches Continued

Focus at the Community Level

- Implement policy and monitor prevention service delivery.
- Identify cultural communities and issues within the locality.
- Draw on community-based values, traditions, and customs, and work with knowledgeable persons of and from the community in developing focused interventions, communications, and other support.

CSAP Cultural Competency

Multi-level Approaches Continued

Cultural Competency at the Program Level

- Deliver culturally appropriate prevention services based on an understanding of a group's or members' language, beliefs, norms, and values, as well as socioeconomic and political factors that may have significant impact on their well-being.
- Ensure that program staff evidence culturally competent knowledge, skills, and attitudes in program delivery; provide tools and training to support staff.

HRSA/DHHS Seven Domains of the Cultural Competency Framework



Organizational Values: An organization's perspective and attitudes with respect to the worth and importance of cultural competence and its commitment to provide culturally competent care.

Governance: The goal-setting, policy-making, and other oversight vehicles an organization uses to help ensure the delivery of culturally competent care.

Planning and Monitoring/Evaluation: The mechanisms and processes used for: a) long and short-term policy, programmatic, and operational cultural competence planning that is informed by external and internal consumers; and b) the systems and activities needed to proactively track and assess an organization's level of cultural competence.

HRSA/DHHS Seven Domains of the Cultural Competency Framework



Communication: The exchange of information between the organization/providers and the clients/population, and internally among staff, in ways that promote cultural competence.

Staff Development: A organization's effort to ensure staff and other service providers have the requisite attitudes, knowledge and skills for delivering culturally competent services.

Organizational Infrastructure: The organizational resources required to deliver or facilitate delivery of culturally competent services.

Services/Interventions: An organization's delivery or facilitation of clinical, public health, and health related services in a culturally competent manner.

Risk and Protective Factors Theory



Risk Factors:

- ❑ Conditions or circumstances that INCREASE the likelihood of developing substance abuse and other problem behaviors

Protective Factors:

- ❑ Conditions or circumstances that REDUCE the likelihood of developing substance abuse or other behaviors

Risk and Protective Factors Domain

- Individual: biological and psychological dispositions, attitudes, values, knowledge, skills, and problem behaviors
- Peers: norms, activities, and bonding
- Family: function, management and bonding
- School/Work: bonding, climate, policies, and performances
- Community: bonding, norms, resources, and awareness/mobilization
- Society/Environmental: norms, policies and sanctions

Source: Science Based Substance Abuse Prevention Guide. Substance Abuse and Mental Health Services Administration Center for Substance Abuse Prevention Division of Knowledge Development and Evaluation. DHHS Publication NO. (SMA) 01-3505 Printed 2001.