

Awareness of Self as a Cultural Being

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Enhancing Cultural Competence In Clinical Care Settings (4C) Training

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Review Session



Taking Diversity and Inclusion to the Next Level

Review of Desired Outcomes

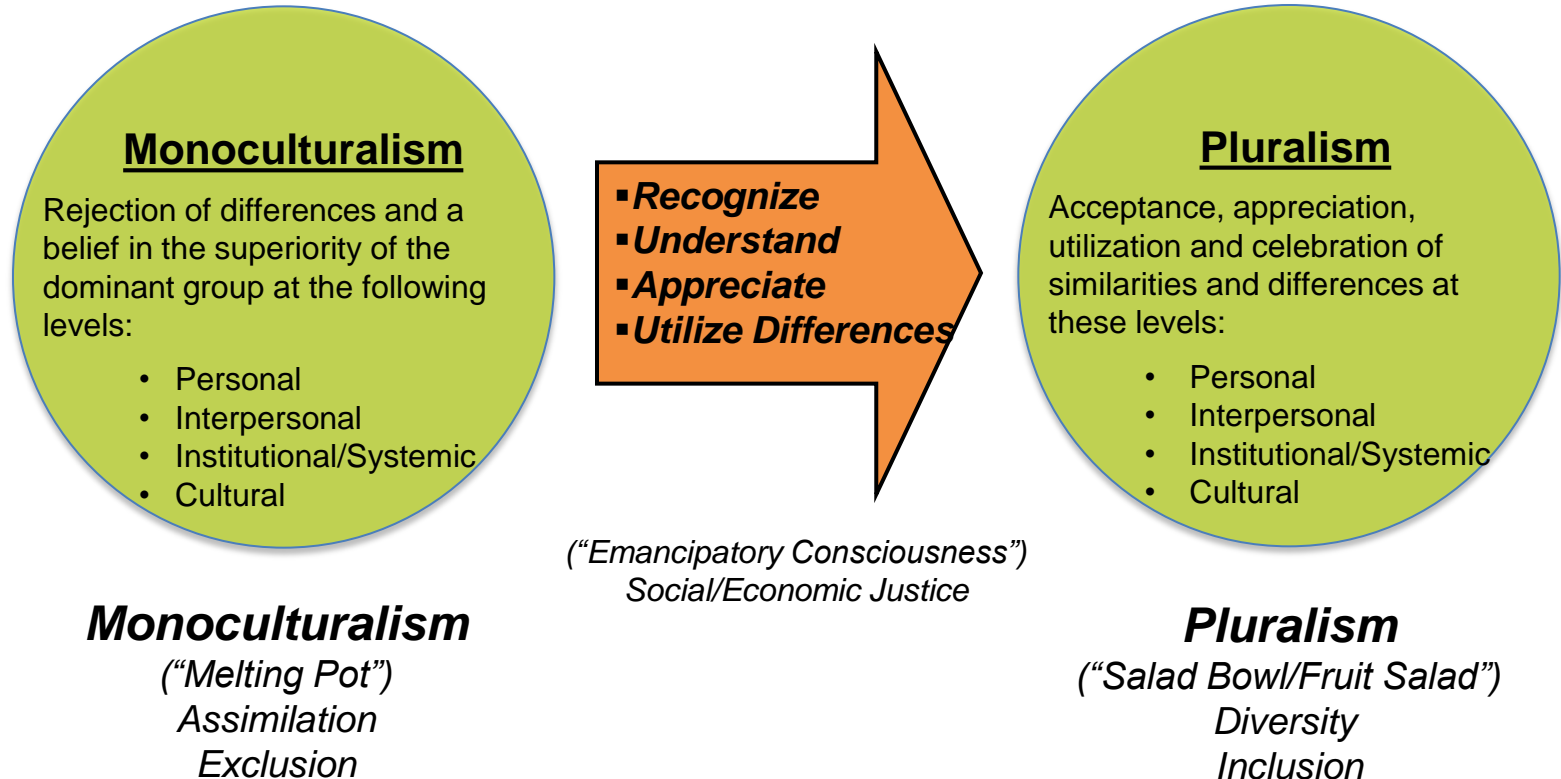
Participants will

- Be able to identify themselves as cultural beings on up to 12 variables
- Be able to identify up to 10 ways that racism may impact their practice unintentionally
- Practice identifying dysfunctional cross cultural behaviors within themselves and/or among others that they work with
- Learn up to 10 alternative behaviors for enhancing their mental health practice
- Be able to link modern ism/internalized oppression theory to "Getting to the Green Zone"

Guidelines For Effective Cross-Cultural Dialogue

- ◆ “Try on”
- ◆ It’s okay to disagree
- ◆ It is not okay to blame, shame, or attack, self or others
- ◆ Practice “self-focus”
- ◆ Practice “both/and” thinking
- ◆ Notice both process and content
- ◆ Be aware of intent and impact
- ◆ Confidentiality

Multicultural Process of Change (at all levels)



*Designed by: Valerie A. Batts, Ph.D.; John Capitman, Ph.D.; and Joycelyn Landrum-Brown, Ph.D. .

Levels of Oppression and Change

- ◆ **Personal**
 - values, beliefs, feelings
- ◆ **Interpersonal**
 - behavior
- ◆ **Institutional**
 - rules, policies
- ◆ **Cultural**
 - beauty, truth, right

Focus of Change Strategies

Personal:

→ Aim is to change thoughts and feelings; increase awareness & openness to learning.

Interpersonal:

→ Aim is to enhance skills, communication patterns; impact behavior and relationships.

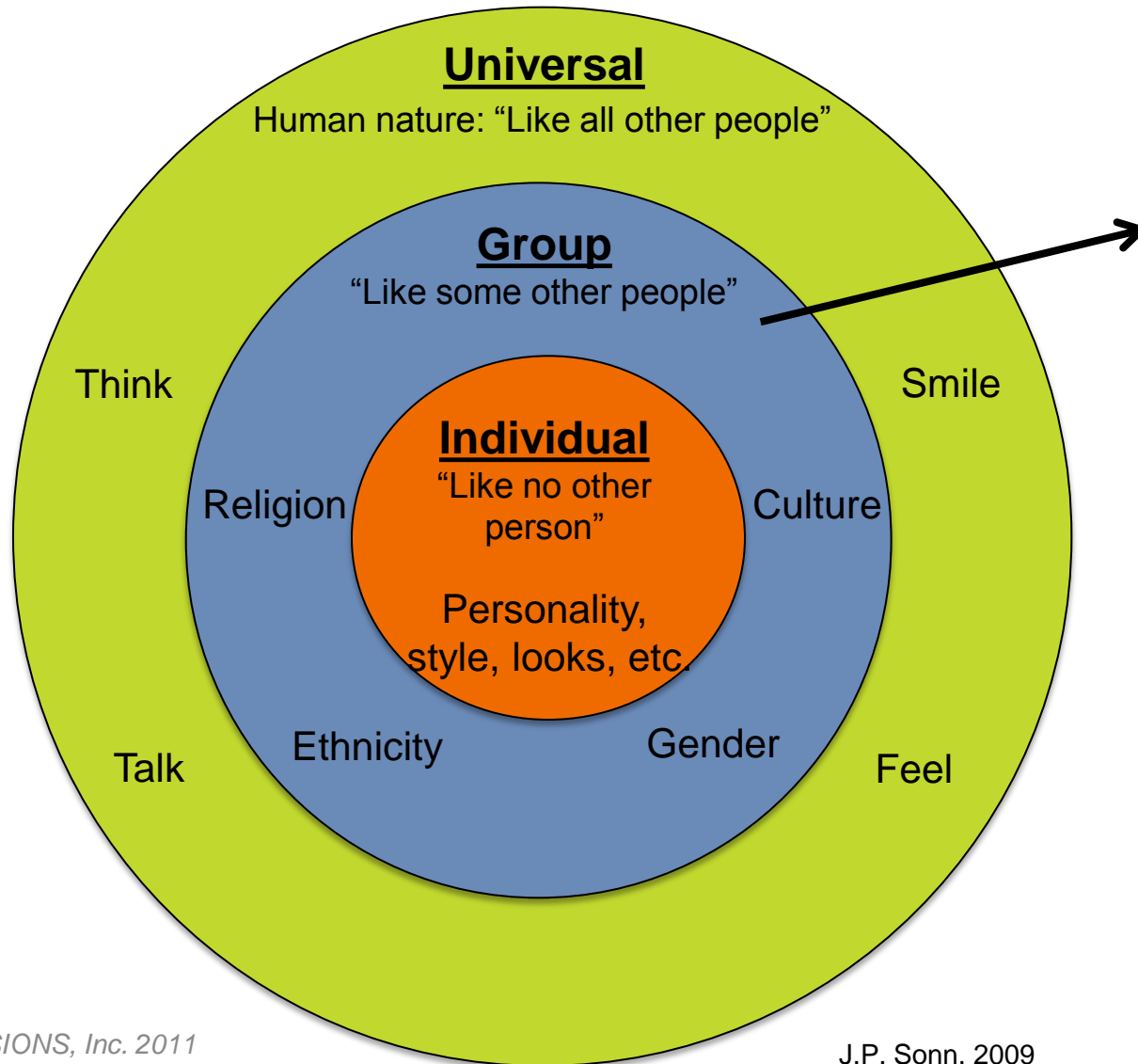
Institutional:

→ Aim is to identify structural barriers and create policies, practices, programs & processes that support equitable outcomes.

Cultural:

→ Aim is to create environments representative of & welcoming to the organization's diversity; celebrate & utilize differences.

Multiple Identities



The primary basis for inclusion and exclusion.

Inherited and learned (caught and taught).

- Privilege
- "Unearned" privileges
- Oppression, as flip side
- All "isms"
- Power: systems and structures that keep above in place
- Liberatory approach – making justice, freedom, equality, fairness realities

A Working Conceptualization of Historically Excluded (Target) and Historically Included (Non-Target) Groups

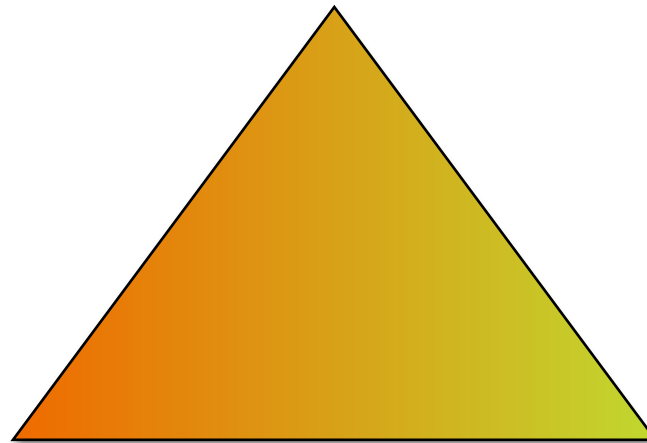
Types of Oppression	Variable	Historically Included Groups	Historically Excluded Groups
Racism	Race/Color/Ethnicity		
Sexism	Gender		
Classism	Socio-Economic Class		
Elitism	Education Level Place in Hierarchy		
Religious Oppression Anti-Semitism	Religion		
Militarism	Military Status		
Ageism Adultism	Age		
Heterosexism	Sexual Orientation		
Ableism	Physical or Mental Ability		
Xenophobia	Immigrant Status		
Linguistic Oppression	Language		

Three Dimensions of Change

Individual and Organizational

What: Concept
Why: Linkage
How: Strategies

Cognitive



Affective

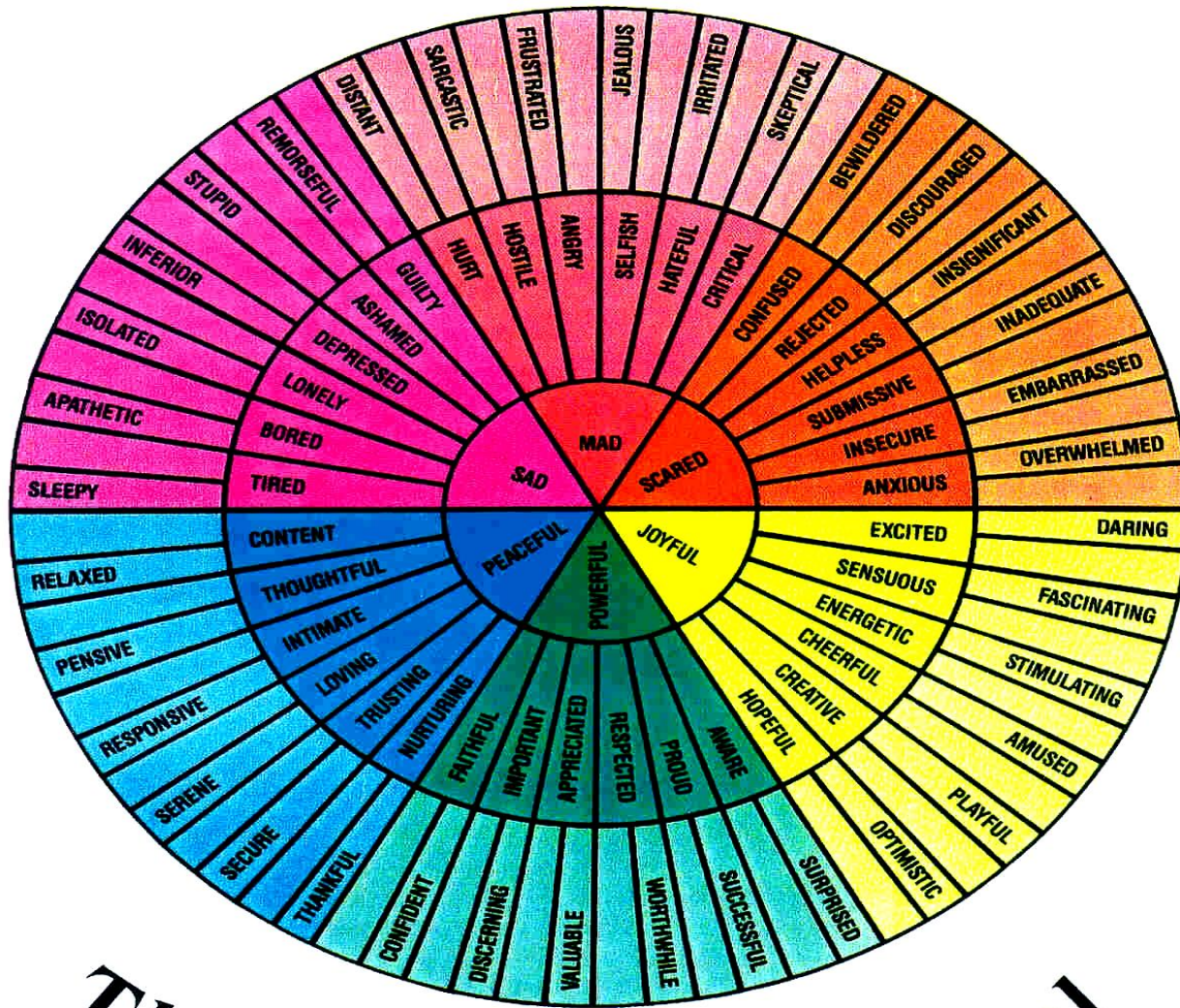
Process
Emotions
Environment

Behavioral

Expectations
Actions
Results

Linking Three Dimensions of Change & Getting to Green

- ◆ Feeling-----heart
- ◆ Thinking-----head
- ◆ Behavior-----hand



The Feeling Wheel

Linking Feeling Wheel & Getting to Green

- ◆ Peaceful, powerful and joyful – green
- ◆ Sad = Blue
- ◆ Mad - Red
- ◆ Scared - Combo

Assumptions and Definitions

Monoculturalism

- ◆ The belief that one group's way is the right way and superior.
- ◆ The rejection of differences at the personal, interpersonal, institutional, and cultural levels... (i.e. "my way or the highway").
- ◆ Sets up the process of targeting other groups as "less than" and consequently for less access to society's benefits, power and resources.

Assumptions and Definitions

Multiculturalism

- ◆ Refers to the *process* of coming to

- **recognize**
- **understand**
- **and appreciate**

our own culture and cultures other than our own.

- ◆ It stresses an appreciation of the impact of differences such as by gender, race, age, class, sexual orientation, religion, physical ability, etc.

Assumptions and Definitions

Cultural Pluralism

- ◆ Refers to cultural diversity within a given political or social structure.
- ◆ The creation of inclusive systems and practices that allow for the recognition and use of the contributions of each group to the whole.
- ◆ Replaces the “melting pot” conceptualization with the concept of the “salad bowl”.
- ◆ Stresses the importance of both uniqueness and a commitment to deal cooperatively with common needs, issues and concerns.

“Historically Included” Group Behaviors

Old Fashioned “ISMS” 

Modern “ISMS” 

- ◆ Use by members of historically included groups of non-“ism” related reasons for continuing to deny equal access to opportunity (e.g., use by whites of non-race related reasons... “it’s not the blacks, it’s the buses”).
- ◆ Well-intentioned, sometimes subtle behaviors that continue the historical power imbalance.

“Historically Excluded” Group Behaviors

Survival Behaviors

Internalized Oppression (IO)

- ◆ Internalizing attitudes about inferiority or differentness by members of historically excluded groups.
- ◆ The reaction to unhealed mistreatment over time.

Modern “ISM” and Internalized Oppression Theory

Modern “ISM” Behaviors

- ◆ Dysfunctional rescuing
- ◆ Blaming the victim
- ◆ Avoidance of contact
- ◆ Denial of differences
- ◆ Denial of the political significance* of differences

Internalized Oppression Behaviors

- ◆ System beating
- ◆ Blaming the system
- ◆ Antagonistic avoidance of contact
- ◆ Denial of cultural differences/heritage
- ◆ Lack of understanding of the political significance* of oppression

**Political significance* includes the social, economic, historical, psychological and structural impacts of oppression.

Alternative Behaviors

for Modern “ISM” and Internalized Oppression Behaviors

- ◆ **Functional Helping**
(instead of *Rescuing*)
- ◆ **Problem Solving/Responsibility**
(instead of *Blaming*)
- ◆ **Make Mutual Contact**
(instead of *Avoiding*)
- ◆ **Notice Differences**
(instead of *Denying Differences*)
- ◆ **Learn, Ask about, and Notice the Impact**
(instead of *Denying the Impact*)
- ◆ **Confrontation/Standing Up**
(instead of *System Beating*)
- ◆ **Take Responsibility**
(instead of *Blaming*)
- ◆ **Share Information/Make Contact**
(instead of *Antagonistic Avoiding*)
- ◆ **Notice and Share Information about one’s own Differences/Culture**
(instead of *Denying cultural heritage*)
- ◆ **Notice, Ask, and Share Information about the impact of the “ism” on me and my target group**
(instead of *Denying the Impact*)

For all behaviors, personal and organizational problem-solving at the personal, interpersonal, institutional, and cultural levels to generate ongoing multicultural structures and processes.

HOW CULTURE IS LIKE AN ICEBERG



Communicating Across Cultures

Just as nine-tenths of an iceberg is below the surface of the water, most of culture is outside of conscious awareness and can be termed “deep culture.”

architecture * music *
dress food * visual art *
drama crafts * dance *
literature language *
celebration

Ethics: definitions of obscenity and sin, rules of decency, conception of justice, notions of modesty, ideals governing child raising, attitude toward dependency and social responsibility

Aesthetics: conception of beauty, humor, patterns of visual perception

Social relationships: nature of friendship, preference for competition/cooperation, physical expression, relationship with animals, patterns of superiority/inferiority, social interaction rate, courtship practices. Roles/status by sex, race, class, occupation, kinship, age, etc.

Communication: expression of emotions, facial expressions, body language, conversational patterns in various social contexts, transfer of knowledge

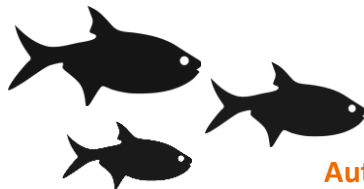
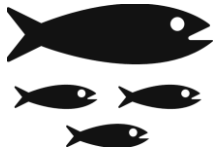
Worldview: cosmology, conception of past and future, ordering of time, notions of logic and validity, tempo of work, conception of “self”, notions of adolescence

Health: tolerance of physical pain, definition of insanity, theory of disease

Necessities: concepts of food, incentives to work, forms of shelter

Authority: patterns of group decision making, approaches to problem-solving, who/what conveys power

..and much, much MORE!



Closure

- ◆ **Appreciations**
- ◆ **Regrets**
- ◆ **Learnings, Re-learnings**