

Cultural Competency Training Activities

Activity 1 – Self Reflection

How do you identify?

What lived experiences have shaped you?

What makes you diverse?

Are there parts of you that you share with others, and other parts that you keep private?

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Activity 2 - Case Study #1

Amanda and her husband emigrated to the US from the Philippines about 14 years ago and are parents to two children: Jayden, a 9 year old boy who is a Regional Center consumer and his older sister Sofia. Jayden has no Regional Center services at this time. The family does not use respite care. Amanda feels that her son's disability is a punishment from God for disobeying her mother and family in marrying her husband. In Amanda's culture it is shameful and humiliating to have a disability, and therefore she seldom leaves the house or interacts with others. The combination of guilt and shame makes Amanda feel isolated and reinforces the idea that she needs to do everything alone and not seek help. Amanda's social worker Rebecca, a white woman, tells her that she needs to get over this feeling of guilt and get services for her son and family, such as respite. This makes Amanda feel more guilt.

Q1: Was cultural humility exemplified by Rebecca the social worker? If not, what could she do?

Q2: Discuss the concepts of dominant group and subordinated group patterns as it relates to this case.

Q3: What are some strategies you could use to approach this case in order to help Amanda while also maintaining respect for Amanda's personal beliefs?

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Activity 3 - Case Study #2

Tamara is a 40 year old black mother living in Van Nuys. She is a single parent with 6 children, ages 8 months to 16. One of her children receives Early Start services, and her baby is being evaluated for Early Start as well. Recently, Tamara's apartment building had a severe bed bug infestation and a lot of Tamara's furnishings were infested, leading to bites on the children. It is important to Tamara to be in a clean home so she moved her family to a new apartment and discarded all their mattresses and their sofa because they were infested. She used all of her available funds for the move and security deposit. The kids sleep on sleeping bags for now, and Tamara plans to purchase new mattresses and furniture a little at a time as her budget allows. Her children's service provider Jackie was upset that the children don't have beds to sleep on and made a report to DCFS. Tamara is upset that Jackie didn't talk to her about it first. Now she doesn't know if she wants to continue with Jackie as her children's service provider.

Q1. Discuss the concept of privilege and bias in relation to this case.

Q2. Do you think Jackie was right to make the report to DCFS? Did she have alternatives? What are some of the assumptions that Jackie made?

Q3. What are some strategies that Jackie can use to try to repair this relationship?