Working with Families of Different Cultures
Cultural (In)Competence Video

https://www.youtube.com/watch?v=XUO59Emi3eo
What is Culture?

Learned beliefs, traditions, principles and guides for individual and collective behaviors that members of a particular group commonly share with each other.

• Hidden
• Internal
• Fluid
• More than ethnicity/race
Like an iceberg, nine-tenths of culture is unseen and out of our conscious awareness.
We all have health beliefs...

In your culture, what things were you told woman should not do when pregnant? Or while breastfeeding?
Health beliefs influence …

- When care is sought
- Expectations about care
- Reactions to illness
- Adherence to recommendations
- Adoption of healthy behaviors
Moving Beyond Cultural Competence

Cultural Competency
• Assumes that one can learn or know enough
• Cultures are uniform or monolithic
• Can you ever reach a full understanding of a culture to which you do not belong (or even if we do)?

Cultural Humility/Safety
• Lifelong journey of self-reflection, evaluation, and critique
• Openness & perspective taking
• Fix power imbalances
• Develop partnerships with people and groups who advocate for others
• Normalize not knowing
Assumptions of mainstream culture norms

– Assumption of normalcy
– Failure to see the lack of choice for non-mainstream cultures
– Lack of knowledge of historical trauma, generational stress
– Illness is result of poor choices or “genetic deficiency”
Factors that Impact Health Outcomes

Health Outcomes

- Mortality (50%)
  - Tobacco use
  - Diet & exercise
  - Alcohol use
  - Unsafe sex

- Morbidity (50%)
  - Access to care
  - Quality of care

Health Factors

- Health behaviors (30%)
  - Tobacco use
  - Diet & exercise
  - Alcohol use
  - Unsafe sex

- Clinical care (20%)
  - Access to care
  - Quality of care

- Social & economic factors (40%)
  - Education
  - Employment
  - Income
  - Family & social support
  - Community safety

- Physical environment (10%)
  - Environmental quality
  - Built environment

Programs and Policies

Slide: J. Valenzuela, N. Vick
Content Source: County Health Rankings. http://www.countyhealthrankings.org/our-approach
Implicit Bias

White or bad
Black or good
Black or bad
White or good
Life Expectancy

Source: glendaleandbeyond.com

Source: LA Times
Equality doesn’t mean Equity
Strategies for Change

• Reflect
• Gain an understanding of your own history in relation to other’s
• Walk alongside
• Inspire a desire to get it right
• See the client as the expert and yourself as a student
  – Build upon strengths
  – Ask broad, open-ended questions
  – Clarify
• Cultural safety should continue to evolve over time
Resources

- The Spirit Catches You and You Fall Down by Anne Fadiman
- Post Traumatic Slave Syndrome by Dr. Joy DeGruy
- Adverse Childhood Experiences (ACES)

Websites
- Think Cultural Health
- DiversityRX
- ACEs Too High
- Harvard Implicit Association Test
http://www.youtube.com/watch?v=1Evwgu369Jw
Thank you!

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