MultiCultural Diversity
Considerations for Practitioners
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Take Home Messages
Cultural Competence = Relationship Building

- Know yourself: individual preferences, attitudes, beliefs, emotions to better explore the uniqueness of others
- Know your community: group and organization traditions, cultures, norms, practices, beliefs so your agency can be more in tune with their assets & needs
- Know your agency: the systematic aspects of culture, mission, values, staff, services, policies, practices, philosophies so you can better serve the community

Five essential elements contribute to a system's ability to become more culturally competent:

1. Valuing diversity
2. The capacity for cultural self-assessment
3. Examination of the "dynamics" inherent when cultures interact
4. Institutionalization of cultural knowledge
5. Developing adaptations to service delivery reflecting and understanding between and within cultures.

Those five elements must be manifested in every level of the service delivery system as reflected in attitudes, policies, structures, and services.

Many terms to describe Cultural Diversity Awareness

Culturally relevant → Culturally aware
Linguistically Competent → Culturally Effective
Culturally Appropriate → Cultural sensitivity
Culturally Competent → Culturally Proficient
Multicultural Competence → Cultural Humility

Quick Self-Check Using the Cultural Competence Continuum

<table>
<thead>
<tr>
<th>Stage</th>
<th>Characteristics</th>
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<tr>
<td>RED</td>
<td>Attitudes, behaviors, values, and practices that are destructive to a cultural group</td>
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<tr>
<td>ORANGE</td>
<td>Lack of skill and knowledge to respond effectively to the needs, interests and preferences of culturally and linguistically diverse groups</td>
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<tr>
<td>YELLOW</td>
<td>Beliefs and practices that support viewing and treating all people as the same</td>
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<tr>
<td>GREEN</td>
<td>Level of awareness about your strengths and areas for growth to respond effectively to culturally and linguistically diverse populations</td>
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<td>PEACOCK</td>
<td>Holds culture in high esteem</td>
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Cultural Humility and Social Justice
Situation in the Netherlands

In the 60 and 70 th's people came to our country from Turkey, Morocco, Spain and Italy. Now refugees from all around Africa and the Middle East.

The first generation of immigrants:
- Different sick perspective of the immigrants.
- a lower education level.
- makes them less competent to describe their complaints
- to start with self-management of their health.
- limits in their understanding of prescribed treatment options
- The language barrier makes the difficulties only more seen.

Culture differences in the co-author process
- Culture differences from an American, Asian and European perspective.
- Subject has my interest for decades;
- I am intrigued by differences and similarities in two cultures.
- Article writing process:
- I had a problem with some parts of the text.
- My first idea was to ask to be removed as an author as I could not agree with some parts of the content.
- Until I realized the items I was irritated about, were partly due to cultural differences.
Hand placements

- Can facilitate a functional movement/breathing.
- The Synekerg or other manual hand techniques give a professional frame.
- Guide the therapist through effective, appropriate hand placements.

"Kareshū": Half of women over 70 in Japan have a urinary incontinence diagnosis

Bare shoulders

Dutch Biofeedback Society,

- The physical therapist would like to use a picture of a bare shouldered woman, seen from the back.
- The psychologists could not agree with the picture.

REFERENCES

- California Tomatoes, Cultural Competency: What is it and Why is it Important, December 2006.