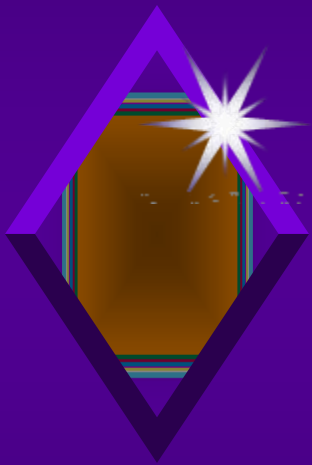


*The Challenge of
Culturally Competent
Field Instruction*



June 27, 2008

Stockton College

Field Instruction Conference

Carmen Ortiz Hendricks, DSW



Today's goals...

- ◆ ***Teaching & modeling cultural competence***
- ◆ ***Getting to the layers of diversity***
- ◆ ***Preparing students for global social work practice***
- ◆ ***Instilling social justice and human rights perspectives***

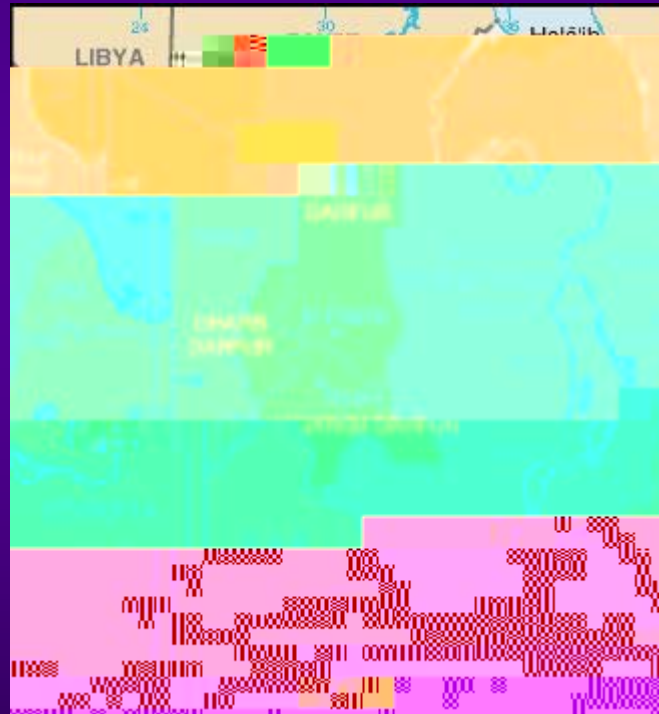


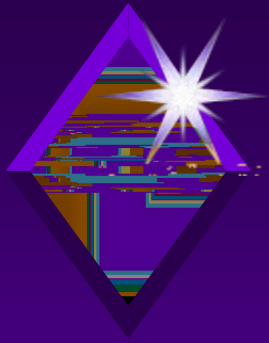
Why discuss diversity?

- ◆ ***Diversity factors impact directly on practice & supervision***
- ◆ ***Field placements are natural laboratories***
- ◆ ***Field instructors model how to integrate cultural competence into practice***



What happens in one part of the world affects us all...





DIFFERENCES & SIMILARITIES (Pinderhughes, 1989)

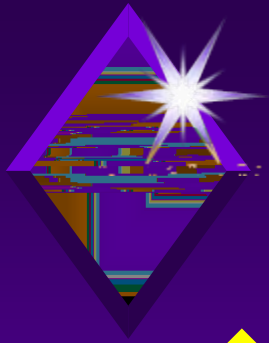
- ◆ ***Attention only to similarities without attention to differences reinforces the orientation that “all people are the same” and ignores or denies difference.***
- ◆ ***Attention only to differences without attention to similarities reinforces distancing, separation, and barriers between people.***



First steps toward CCFI...

- ◆ ***Create a climate where cultural differences & similarities are discussed openly & freely***
- ◆ ***And where diversity is viewed as a normal & regular part of the field instruction agenda***





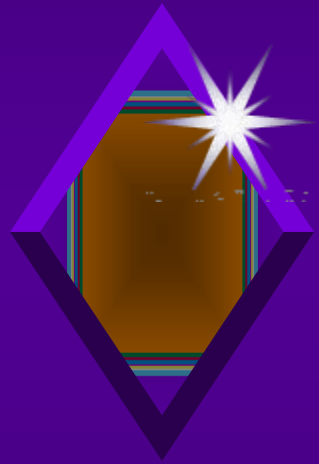
More first steps...

- ◆ ***Examine diversity between field instructors & students, students & clients, clients & agency staff***
- ◆ ***Seek opportunities to teach about diversity***
- ◆ ***Place diversity as central to students' practice & field performance***



And finally...

- ◆ ***Manage the anxieties, fears, & projections that emerge***
- ◆ ***Do not resist discussions to avoid feelings of discomfort***
- ◆ ***Model how to create a space for diversity discussions in agencies & in supervision.***



Stand if...





STAGE I

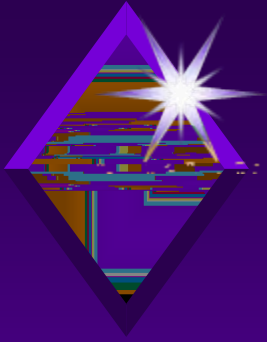
◆ *I am so embarrassed!*





STAGE II

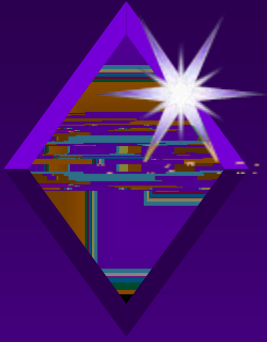




STAGE III

- ◆ ***Somehow, what I do works!
I handle diversity
encounters quite well, but I
cannot explain why!***

- ◆ **BEGINNING CULTURAL
COMPETENCE**



STAGE IV

- ◆ *I understand what I am doing!
I employ a range of
knowledge, skills, and values
that enhance my cultural
competence!*

◆ RELATIVE MASTERY OF
CULTURAL COMPETENCE





FIVE STAGES OF CCSWP...

- ◆ ***STAGE I SELF-AWARENESS***
- ◆ ***STAGE II CULTURAL SENSITIVITY***
- ◆ ***STAGE III BEGINNING CCSWP***
- ◆ ***STAGE IV RELATIVE MASTERY***
- ◆ ***STAGE V TEACHER/LEARNER***





*NASW Code of Ethics:
1.05 Cultural Competence
& Social Diversity*

- ◆ ***Culture as a strength***
- ◆ ***Knowledge of clients' cultures & culturally sensitive service delivery***
- ◆ ***The nature of social diversity & oppression***



NASW Code of Ethics: 6.04
Social & Political Action

- ◆ ***Expand choice & opportunity for all people***
- ◆



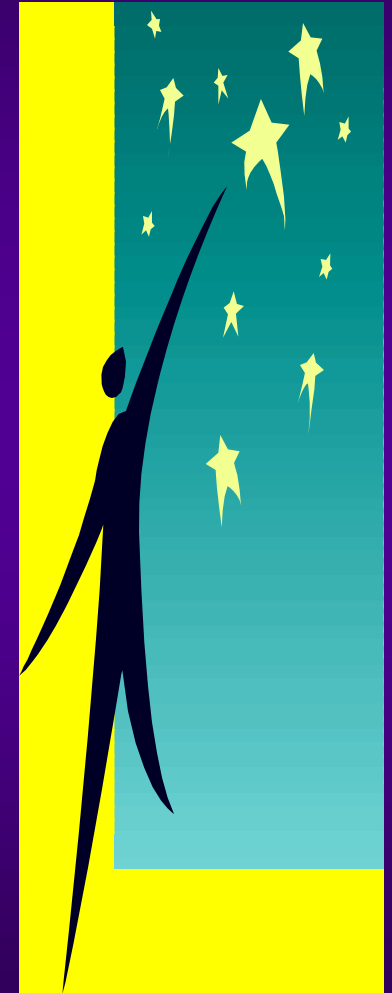
Diversity Factors...

- ◆ ***Race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, & mental or physical disability.***

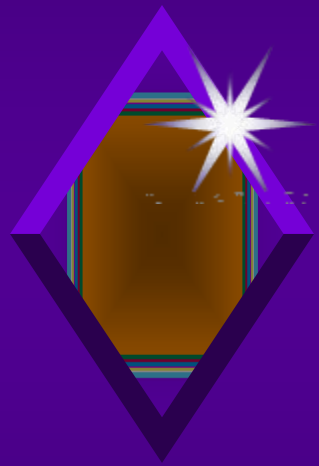


NASW'S STANDARDS FOR CCSWP...

- ◆ ***VI. ADVOCACY***
- ◆ ***VII. DIVERSE WORKPLACE***
- ◆ ***VIII. EDUCATION***
- ◆ ***IX. LANGUAGE DIVERSITY***
- ◆ ***X. LEADERSHIP***



Indicators for CCSWP...



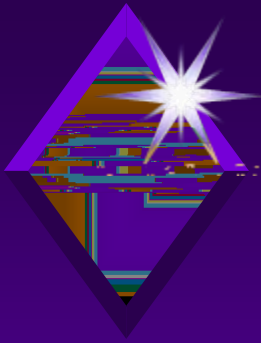
For each standard there are indicators that say:

Culturally competent social workers should...



Standard 4: Cross Cultural Skills...





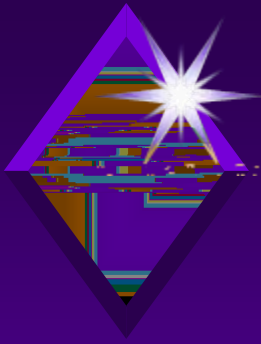
Question #1: "I can work with a wide range of people who are culturally different or similar to me, and establish avenues for learning about the cultures of these clients."

- 1 Strongly disagree***
- 2 Somewhat disagree***
- 3 Undecided***
- 4 Somewhat agree***
- 5 Strongly agree***



Question #2: "I can assess the meaning of culture for individual clients and client groups, encourage open discussion of differences, and respond to culturally biased cues."

- 1 Strongly disagree***
- 2 Somewhat disagree***
- 3 Undecided***
- 4 Somewhat agree***
- 5 Strongly agree***



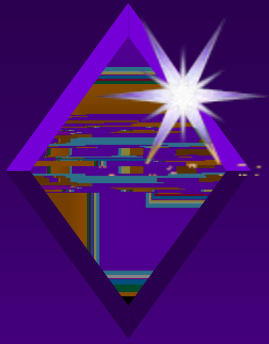
Standard 4: Indicators of Cross Cultural Skills...

- ◆ *Use methods attuned to clients' cultures*
- ◆ *Use verbal/nonverbal communication skills*
- ◆ *Consider the cultures of the social worker, the client, the agency, & community*
- ◆ *Employ clients' natural support systems*



Standard 5 & 7: Indicators for Culturally Competent Service Delivery...

- ◆ ***Culturally competent programs, organizations, and service systems build culturally competent organizations through:***



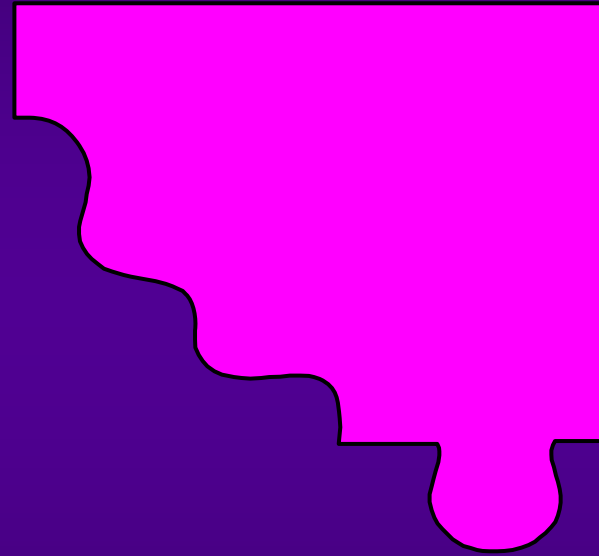
Culturally competent
field instruction
*involves teaching a range
of professional
knowledge, skills, and
values that address the*

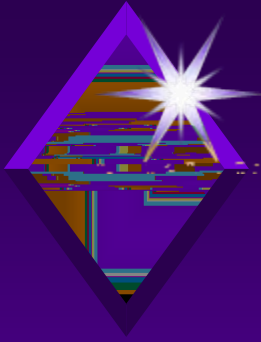
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Diversity within Race & Ethnicity...

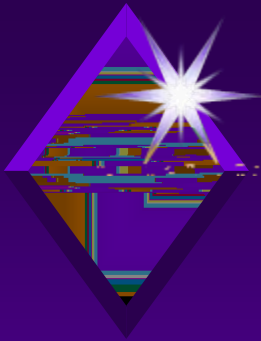




The U.S. is undergoing dramatic demographic changes in age & racial and ethnic composition due to:

- ◆ ***Fertility***
- ◆ ***Life expectancy***
- ◆ ***Immigration/migration***
- ◆ ***Globalization***





Current population trends in the U.S....

- ◆ ***“If current trends continue, the population of the United States will rise to **438 million in 2050**, from 296 million in 2005, and **82%** of the increase will be due to immigrants arriving from 2005 to 2050 and their U.S.-born descendants” (Pew Hispanic Center, February 11, 2008).***



Latino population in the U.S.

The report further states that the Latino/Hispanic population, already the largest and fastest growing minority group in the U.S., will triple in size to 29% of the U.S. population in 2050 compared to 14% in 2005.



LATINO PROFESSIONALS...

- ◆ *4.6% of physicians*
- ◆ *4% of psychologists*
- ◆ *7% of social workers*
- ◆ *2.4% of nurses*
- ◆ *84% mental health workers &
65% of substance abuse workers
are non-Hispanic white*



Making appropriate student assignments...

- ◆ ***Middle-aged Hispanic social worker of Puerto Rican heritage***
- ◆ ***Young Dominican male who is HIV positive***
- ◆ ***Will they engage in a cross-cultural experience?***

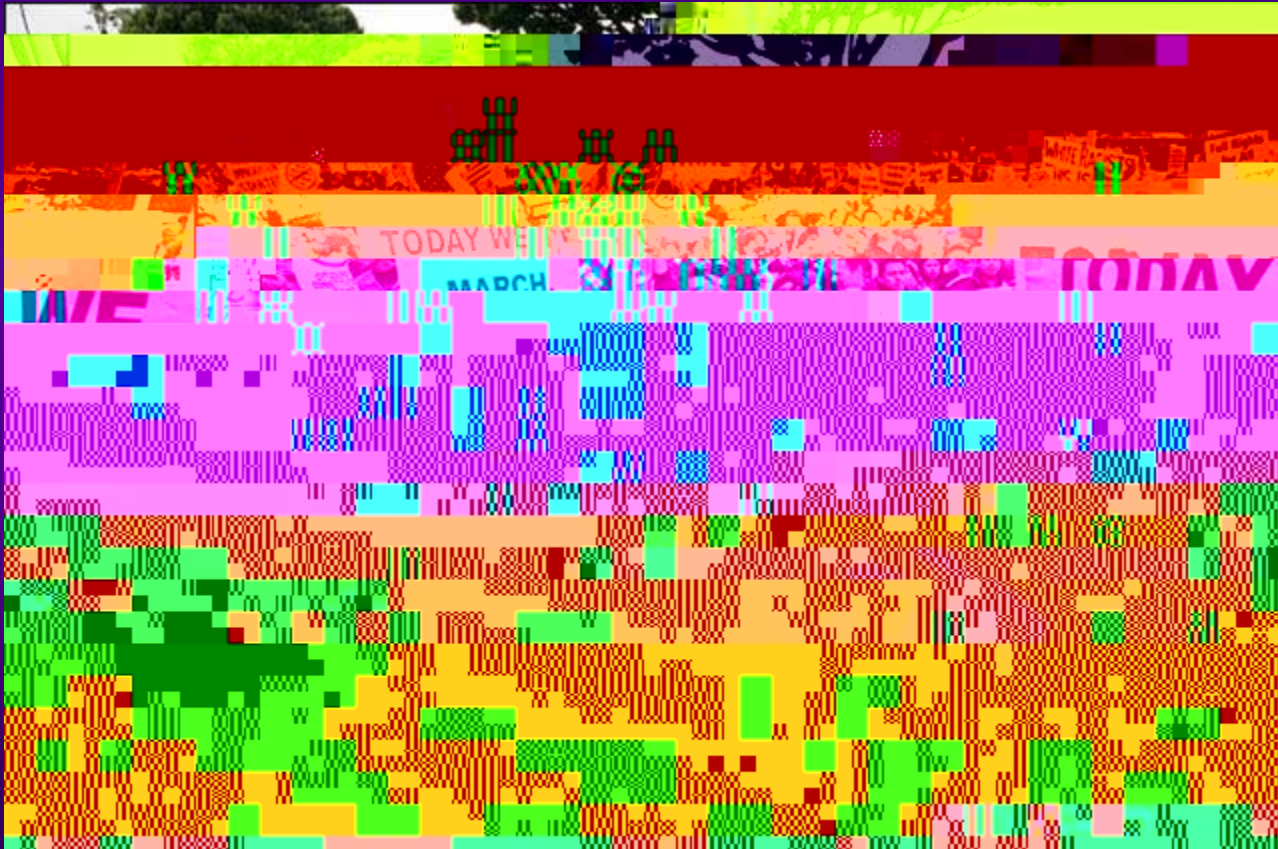


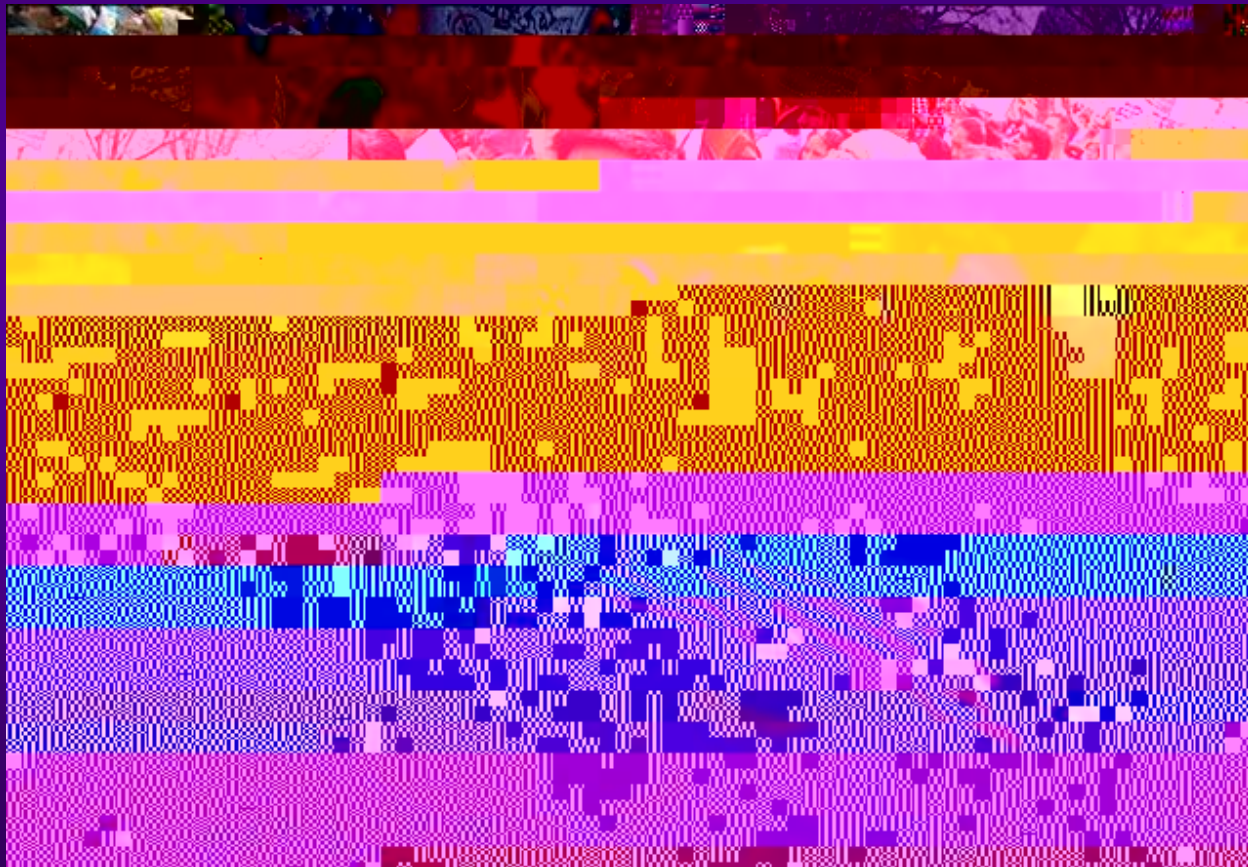
NASW Code of Ethics: 6.04
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- ◆ ***Expand choice & opportunity for all people***
- ◆



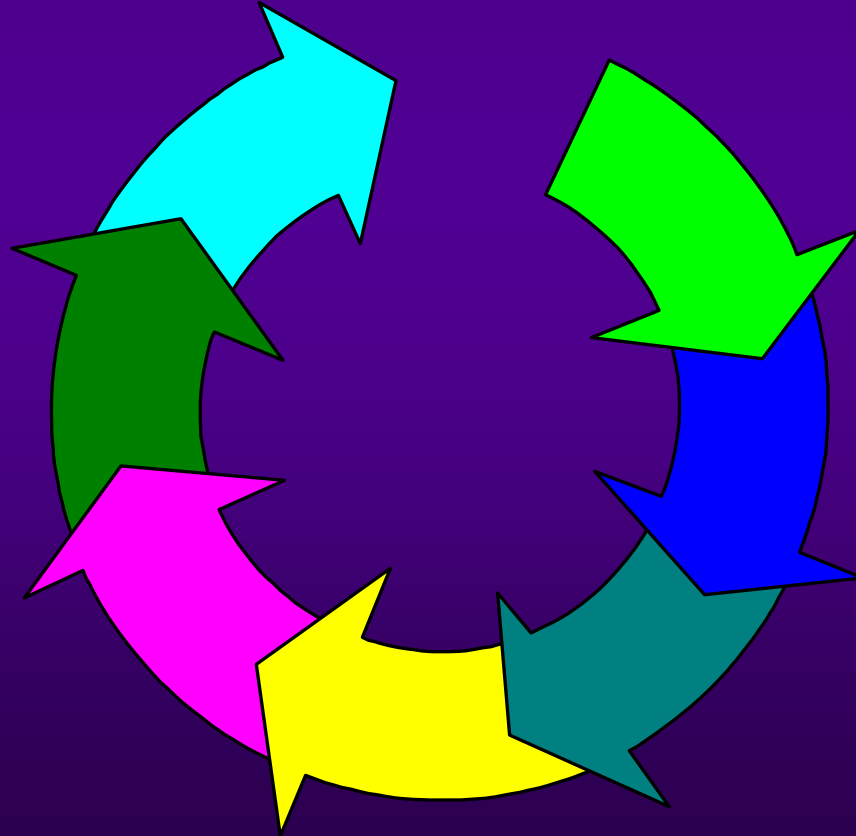
U.S. Immigration policy...







Cultural competence is an on-going, life-long process for every social worker!





Thank you!