

**Building Culturally  
Competent and Diverse  
Organizations and Systems of  
Care Conference**

Michigan Association of CMH Boards and the  
Michigan Department of Community Health  
September 14, 2011  
Kellogg Center, East Lansing, MI

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**Evidence Based Treatment?  
Community Defined Practice?  
Culture-Specific Practice?  
How does it matter in services for  
children, youth and their families?**

Joanne Hodder (YaYa) and  
Vivian H. Jackson,  
National Center for Cultural Competence, National Technical  
Assistance Center for Children's Mental Health  
Georgetown University Center for Child and Human  
Development

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**Obligations to  
Consumers, Children, Youth and Families**

- Relieve emotional distress
- Relieve physical signs & symptoms
- Resolve difficulties within interpersonal relationships
- Facilitate restoration/improvement in performing social roles
- Restore to mainstream and to cultural community

V. Jackson, 1998 Slide Source: National Center for Cultural Competence 2011

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### Responsibility of the organization

- Facilitate and support the interactions between practitioner and family
- Promote attainment of goals comprehensively, timely, with minimal burden for the family

V. Jackson, 1998 Slide Source: National Center for Cultural Competence, 2011

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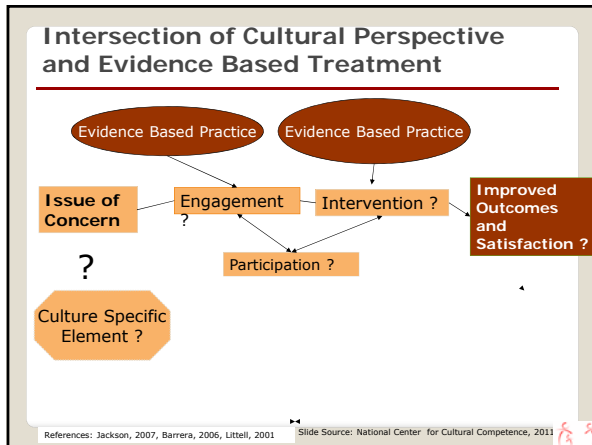
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- Theory of change
- Goal of intervention
- Norming process
- Script vs. guidance

### Evidence based practices

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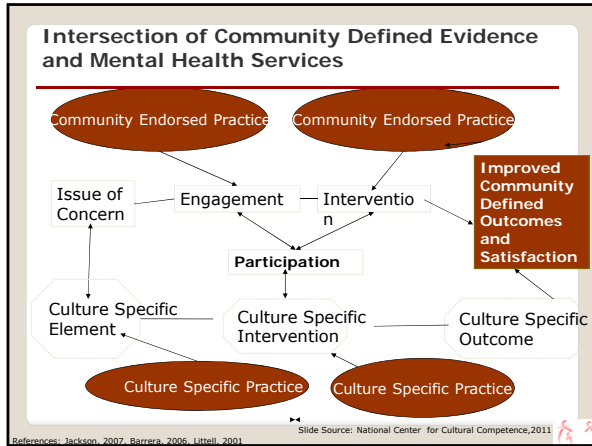
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- A set of practices that communities have used and have been determined to yield positive results by community consensus over time and which may or may not have been measured empirically, but have reached a level of acceptance within the community (CDEP, 2007).
- Considers worldview, historical and social contexts of a given population, which are culturally rooted.

**Community Defined Evidence**

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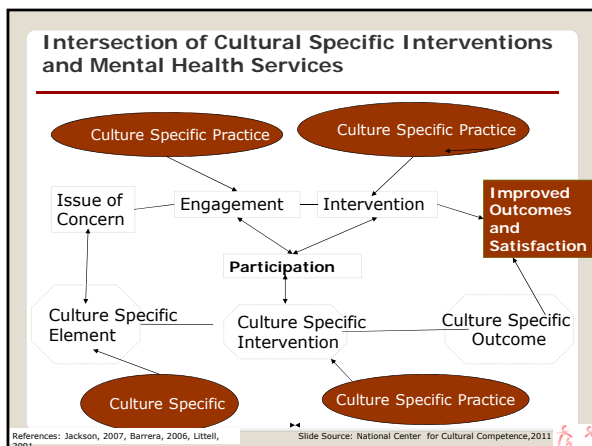
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- The cultural nature of the issue
- Meaning given to the intervention
- Alignment with practices and traditions
- Alignment with value priorities

**Culture-Specific Interventions**

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### Culture

*Culture* is an integrated pattern of human behavior which includes but is not limited to:

... of a racial, ethnic, religious, social, or political group; the ability to transmit the above to succeeding generations; dynamic in nature.

Slide Source: The National Center for Cultural Competence, 2011

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### Cultural Orientations to Life

Universalism	↔	Particularism
Communitarianism	↔	Individualism
Neutral	↔	Emotional
Diffuse	↔	Specific
Achievement	↔	Ascription
Inner Directed	↔	Outer Directed
Past	↔ Present ↔	Future

Trompenaars & Hampden-Turner, 1998 Slide Source: National Center for Cultural Competence

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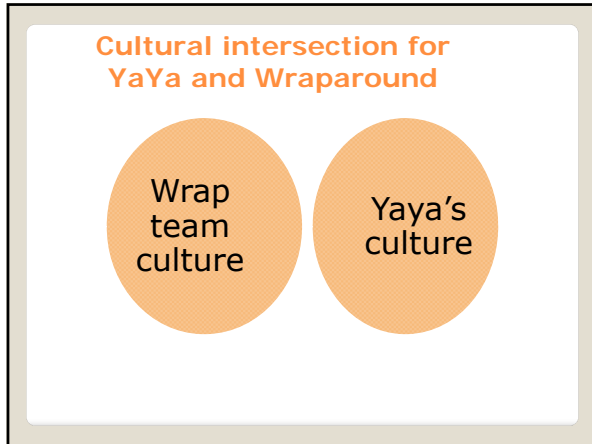
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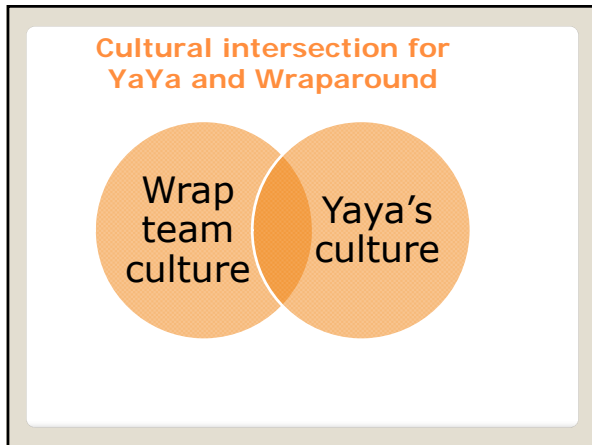
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- **Cultural issues during the phase of engagement**
    - Differences/similarities in meaning?
    - Differences/similarities in method, process, manner?
  - **Cultural issues in the definition of the issues**
    - Conflict in labeling of which behaviors as problem behavior
    - Differences/similarities in assignment of priorities of the issues as "problem"
  - **Change over time**
    - Abandonment of cultural ways
    - Acknowledgement of different approaches to same issue
    - Treatment team toward her/her toward treatment team, why?
- Issues to consider**

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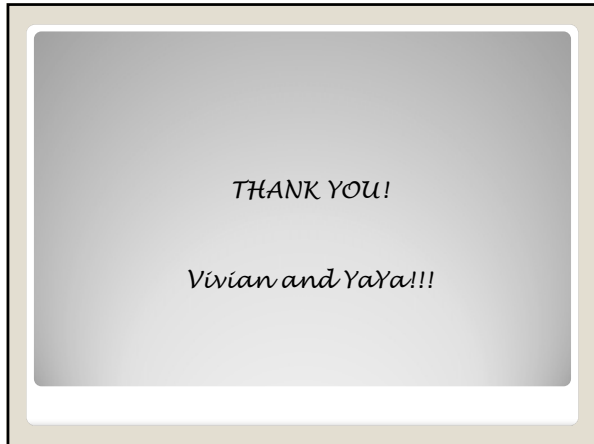
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