



## **D2 Cultural Competence and Trauma, Part 1**

Thursday, June 16, 2016, 10:30 a.m.-12:00 p.m.

## **E2 Cultural Competence and Trauma, Part 2**

Thursday, June 16, 2016, 3:00-4:30 p.m.

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**Pacific**

# Cultural Competence and Trauma



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## Cultural Competence and Trauma

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### Overview- What will we learn?

- What is cultural competence and why is this so important?
- What role does cultural competence play in trauma?
- Understand the historical perspectives of the major ethnic groups
- Understand the lived experiences of these groups
- Gain knowledge on how best to serve these groups
- Common misconceptions about marginalized groups
- How to create a trusting relationship
- Historical and environmental trauma: Bridging the gap
- Exploring biases: Checking your own prejudices

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### What is cultural competence?

- **Cultural competence** is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations (nccurriculum.info, 2016).
- Cultural competence is evaluating ones own cultural belief system and being open to other cultures and belief systems with understanding and tolerance. It requires one to be able to effectively engage with other cultures while reducing harm.

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### Why is this important?

- Diversity
- Institutionalized racism
- Undocumented families
- Immigrants and naturalized citizens
- Socio-historical issues
- Social change
- New Civil Rights Movement
- Cultural competency helps create trust when dealing with trauma
- Improves the ability to provide resources

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### A realistic definition of trauma

- Trauma is anything that creates an insurmountable amount of stress.
- It includes everyday occurrences depending upon one's lifestyle, chosen or unchosen.
- Trauma does not require the person witness a horrific event.
- Trauma can be socio-historically passed down from generation to generation.
- Trauma can be the result of fear

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## The Trauma Tree

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## The historical Trauma of the marginalized

Tuskegee Syphilis Experiment  
Japanese internment camps  
Immigrant camps for unaccompanied youth  
School to prison pipeline  
Native American disenfranchisement

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## Harm Reduction

- Gaining the most information to provide services with the least harm possible
- Empathy and sensitivity towards cultural differences
- Using acquired knowledge of trauma as a guide to providing care

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## Trauma Informed Care

- A treatment framework that understanding, recognizing and responding to trauma.
- Helps the caregiver use methods that the family perceive as care
- Provides the ability to take an in-depth look at the root of mental health issues, substance abuse and physical health issues.
- Requires cultural competence, empathy and patience

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## What are your fears/biases?

- "Why are white people afraid when we say Black Lives Matter?"
- "Why do Americans think we're trying to take their jobs?"
- Every time we get together on the school grounds, security runs to break us up. But they don't break up the white kids."
- "I am tired of every time they see me with my daughter, they think I am on welfare".
- "I am tired of people thinking we all look alike I'm Korean, not Chinese."
- "Just because I'm Muslim doesn't mean I want to hurt anyone. We are peace loving people."
- "I'm tired of the pedophile priest jokes. I love being Catholic."

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## Illegal Immigration




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### Socio-political and poverty based trauma

- Language barriers
- Fear of law enforcement due to deportation
- Deportation of key family members
- May have left home country due to political violence
- Alienation
- Attachment issues due to leaving family members behind

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### Black Lives Matter




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### Socio-historical and Environmental Trauma

- Impact of slavery
- Disenfranchisement
- Lack of resources
- Racism
- Poverty
- Environmental trauma
- Gang violence
- Stereotypes and cultural appropriation

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## Educational and poverty based trauma

- The real problem with special education
- Biased testing
- Culturally insensitive curriculum
- Low expectations from educators
- Job discrimination
- Authenticity
- Generational poverty mindset
- Racial profiling
- Distrust of government agencies
- Criticized if they rise up, criticized if they do not

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## LGBTQ/Transgender Rights




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## Gender based and sexuality based trauma

- Face discrimination based on sexuality
- Lack of programs to help this demographic
- Homeless youth at greater risk for sex trafficking
- Rejection from family members
- Transgender at the height of political rhetoric
- Face violence due to sexual orientation

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### The trauma of homelessness

- Looked down upon by society
- Feel rejection by government (military vets)
- Stay in fight or flight mode
- Untreated mental illness
- Exposed to the elements
- Target of crime

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### Asian and Pacific Islander Issues




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### Intercultural and political based trauma

- Many came from countries with extreme poverty
- Closed low context culture
- Very high expectations creates high stress and anxiety
- Navigate cultural values with American values
- Many have left their home country for political reasons
- Do not trust police, banks or government

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## Islamophobia




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## Spiritual and cultural based trauma

- The events of 9-11
- Trauma of navigating American values and Islamic customs
- Fear of violence caused by Islamophobia
- Live in a bubble
- Women particularly vulnerable
- Stereotyped to be like Muslim extremists
- Pressure of American born to adhere to old customs
- Very closed to other groups

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## Keep it Real Exercise

- On an index card, write down three of your biggest Biases, fears or prejudices
- On the back, ask yourself why you have that fear, and where you learned it.
- Switch cards with someone in the room who is different than yourself (ethnic group, gender, sexuality)
- Ask them (1) What if their fear is unjustified (2) How can they honestly serve the public with this fear (3) What are they willing to do to change their way of thinking?

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### Other types of trauma

- Single parenthood
- Disability discrimination
- Grandparents raising grandchildren
- Domestic Minor Sex Trafficking
- Labor Trafficking
- Racism and white supremacy
- Misogyny
- Incarcerated parents and children
- Unemployment and underemployment
- Employment discrimination

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### Gaining Understanding

- Put yourself in their shoes
- Avoid making generalizations
- Avoid condescending language
- Individual versus collectivist orientation
- Understand low and high context cultures
- Understand high ambiguity welcomes different perspectives
- Low ambiguity seeks to avoid uncertainty

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### Creating a safe space

- Different experiences create different perspectives and outcomes
- Provide a nonjudgmental atmosphere
- Be aware of your body language
- Speak with equity
- Do not try to speak their language or assume it's ok if you cannot relate to it
- Be genuine
- Do your homework

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## Principles for Effective Communication

- Recognize differences-do not assume similarities exist when they don't
- Recognize differences within the cultural group- They are not all alike
- Do not assume you speak the same language
- Confront your stereotypes
- Reduce ethnocentrism

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## Being culturally sensitive

- Prepare yourself
- Recognize your fears
- Recognize differences
- Recognize differences within the group
- Recognize differences in meaning
- Be rule conscious

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## Creating a Trusting Relationship

- Trust is earned, not given
- Do what you say you will do
- Do not make promises you can't deliver
- Be consistent
- If you don't understand, ask them to help you
- Keep professional boundaries
- Do not become an enabler
- Validate the trauma
- Be yourself
- If you do not feel comfortable dealing with them, excuse yourself and get someone else

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We are deserve respect and understanding.




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For more information on trainings

Harrell-Kagler Interventions Inc.  
[www.harrellkaglerinterventions.org](http://www.harrellkaglerinterventions.org)  
 877-431-1606

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 Harrell, J.T. (2013). The impact of institutional racism when living  
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