

CULTURE AND CULTURAL COMPETENCE*

▶ ABOUT THIS ACTIVITY

🕒 **Time:** 60 minutes

➔ **Objectives:** By the end of this session, participants will be able to:

- Establish a common definition of culture.
- Understand why culture is important.
- Help participants understand what cultural competence is and is not.
- Understand how culture affects health.

★ **Training Methods:** Large Group Discussion, Lecture

✓ **In This Activity You Will...**

- Ask questions to stimulate group discussion (10 minutes).
- Distribute and lead activity “It’s All About ME” (10 minutes).
- Ask participants to share what they wrote on the activity sheet (20 minutes).
- Lead a full group discussion and define culture, cultural competency, cultural knowledge, cultural awareness and cultural sensitivity (15 minutes).
- Summarize in a large group the impact of cultural competency (5 minutes).

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Instructions

1. Open with a series of questions:

- What makes you special?
- Why do you wear your hair as you do?
- Why do you talk with an accent?
- Why do you do things the way you do?
- What are the powerful influences in your life?

It is the impact of your culture that leads us to our next activity on Culture and Cultural Competence.

2. Distribute It’s All About ME Activity Sheet.

3. Allow participants to describe what influences who they are in the spaces provided.

4. Discuss as a group- how what they have written makes them who they are today, topics could include religion, age, race, education, and economic status.

5. Conduct powerpoint presentation.

Talking Points (Powerpoint Slides)

Social Impact

We have discussed why we are who we are, Now let’s talk about how we can plug these things into a broader scope.

- Discuss how outside things can affect who we are. These things shape the way we experience and view the world.
- Have participants give examples (from the slide) of how social identity can impact who we are.

* This module comes from the Missouri People to People Training Manual, 2008.

CULTURE AND CULTURAL COMPETENCE

ABOUT THIS ACTIVITY (CONT.)

Materials:

- Handout – It's All About ME Activity Sheet
- PowerPoint Slides

Preparation:

- Print handout

What is Culture?

The next two slides will help clarify the different ideas of culture.

Definition: Aspects of life shared in common by a group of people may include:

- values, norms & expectations, attitudes, beliefs
- age, gender, race / ethnicity, sexual orientation
- language, history, geography, customs, rituals
- food, clothing, music, literature, art, religion
- education and literacy, occupation, income, social class and status, leisure activities

Give examples from slides.

What is Culture?

Let look as how culture is a patchwork of influence. We want to continue to discuss how these items affect who we are.

What is Cultural Competence?

Now that we've formed a definition of culture, how would you know if someone is being culturally competent? Competence implies a skill. Part of cultural competence is not being judgmental; being able to adjust. It's learning more about a person's culture from resources and asking them what things mean within their cultural context.

Definition: Having the capacity to work effectively and interact with people from cultures different than our own.

Cultural Competence Differs from...

- **Cultural Knowledge:** to be familiar with selected cultural characteristics, history, values, belief systems, and behaviors of another group.

Example: Knowing that May 5th is important in the Hispanic community but not why.

CULTURE AND CULTURAL COMPETENCE



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One of the things I learned is to be aware of cultural differences and how those play a part in HIV, how there are differences depending on a person's background.

Carol Garcia
Peer at Christie's Place
San Diego, CA

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- **Cultural Awareness:** a general understanding of what another group is like and how it functions.

Example: Knowing there's a difference and not being critical, ie “eating enough garlic will stop me from getting HIV.”

- **Cultural Sensitivity:** accepting and appreciating the differences that exist between cultures without assigning judgments (good/bad, right/wrong) to those differences. This usually involves internal changes in one's attitudes and values.

Example: Adapting to their circumstances, ie “that may be so in addition to using a condom the correct way every time will greatly reduce the risk.”

Why Is Cultural Competency Important?

As a peer this is vitally important because we want to connect with others in a genuine way. We want to show authenticity (realness), respect, true understanding and to build trust.

Summary

Cultural competence is on-going. It is something that we always strive towards. Within the same ethnic groups there may not be cultural competence. So we have to constantly make ourselves aware of others around us and not be judgmental.

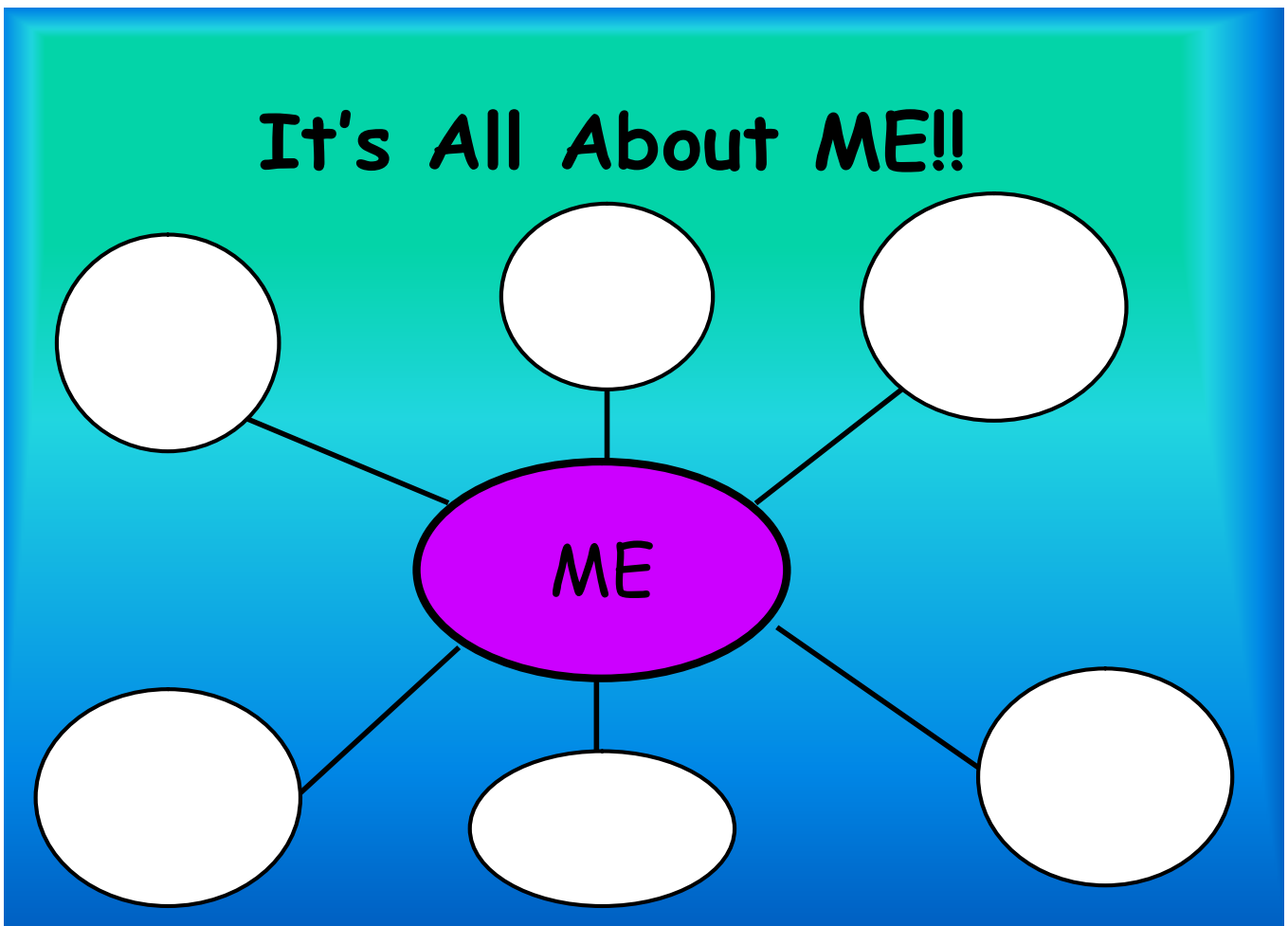
* This module is part of the online toolkit *Building Blocks to Peer Success*. For more information, visit http://www.hdwg.org/peer_center/training_toolkit. This module comes from the Missouri People to People Training Manual, 2008.

CULTURE AND CULTURAL COMPETENCE

SESSION HANDOUT

ACTIVITY SHEET

Describe what influences who you are in the blank circles. Influences could include religion, age, race, education, economic status. Be prepared to share with the group and discuss. How has what you've written in the circles made you who you are today?



CULTURE AND CULTURAL COMPETENCE

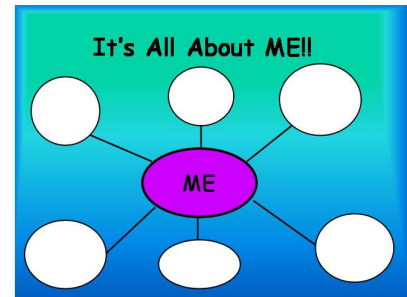
SESSION POWERPOINT



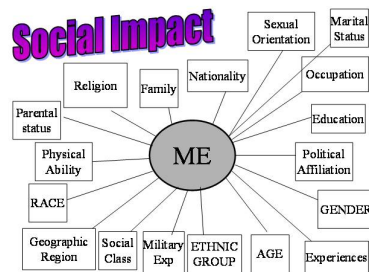
Culture and Cultural Competence: How It Affects What We Do



Activity



Culture

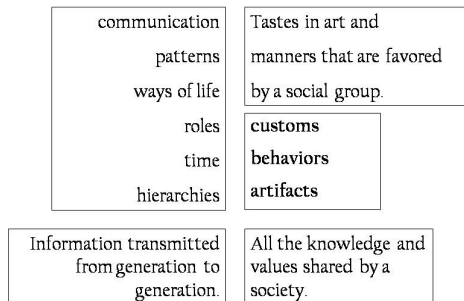


Culture

- What is Culture?
 - Aspects of life shared in common by a group of people, which may include:
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What is Culture?



Culture

What is Cultural Competence?

- Having the capacity to work effectively and interact with people from cultures different than our own

CULTURE AND CULTURAL COMPETENCE

SESSION POWERPOINT (cont.)



Culture

Cultural Competence Differs from

- Cultural Knowledge:
 - to be familiar with selected cultural characteristics, history, values, belief systems, and behaviors of another group.
- Cultural Awareness:
 - a general understanding of what another group is like and how it functions.
- Cultural Sensitivity:
 - accepting and appreciating the differences that exist between cultures without assigning judgments (good/bad, right/wrong) to those differences. This usually involves internal changes in one's attitudes and values.



Culture

Why is cultural competency important?

- People come from diverse backgrounds with many different kinds beliefs and practices
- We want to connect with others in a genuine way. We want to show authenticity (realness), respect, true understanding and build trust.