



Utilizing CADRE's CLC Self-Assessment for DR Systems to Maximize Opportunities for Stakeholder Engagement

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Planting Seeds: Growing an Inclusive & Informed Community, October 26, 2022

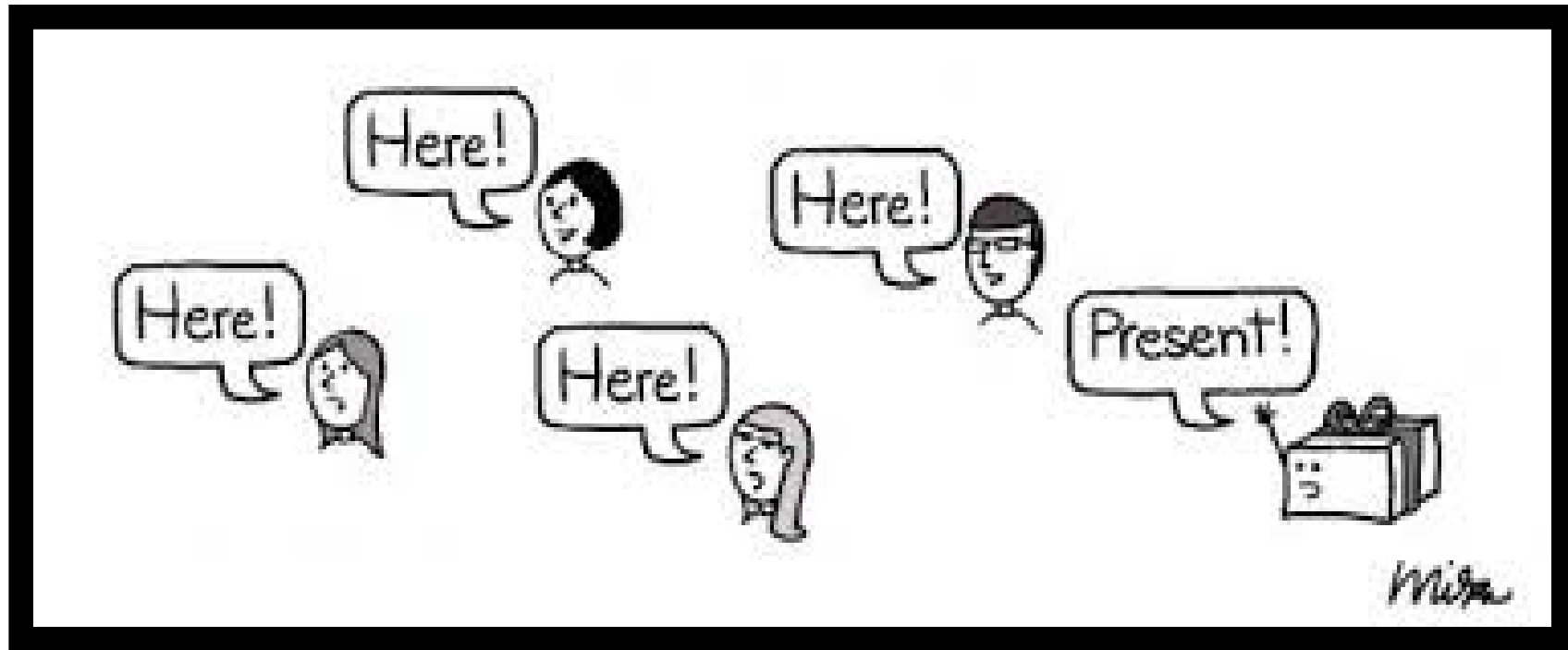
Today's Agenda

- Welcome and Introductions
- Exploring who we serve
- Impact of culture
- Engaging Diverse Communities
- Utilizing CADRE's CLC Self-Assessment
- Questions



Who's in the Room?

Let's take a moment and get to know each other!



Why Is Understanding Culture Important?

Culture shapes and forms attitudes, beliefs, & behaviors



Question:

Who are the culturally and linguistically diverse families in your state?



Cultural Diversity

The term **cultural diversity** is used to describe differences in ethnic or racial classification & self-identification, tribal or clan affiliation, nationality, language, age, gender, sexual orientation, gender identity or expression, socioeconomic status, education, religion, spirituality, physical and intellectual abilities, personal appearance, and other factors that distinguish one group or individual from another.



Projections for the U.S. Child Population: 2014 to 2060



- The child population within the U.S. is projected to experience a majority-minority crossover in 2020.
- The share of children who are Two or More Races is projected to more than double in coming decades, from 5.3 percent today to 11.3 percent in 2060.²

¹ Colby, Sandra L. & Jennifer M. Ortman, (2014). Projections of the Size and Composition of the U.S. Population: 2014 to 2060, Current Population Reports, P25-1143, U.S. Census Bureau, Washington, DC, 2014. Retrieved on 7/4/16 from <http://www.census.gov/content/dam/Census/library/publications/2015/demo/p25-1143.pdf>

² Vespa, J., Armstrong, D.M., & Medina, L. (2018). United States Population Projections 2020-2060, Current Population Reports, P24-1144. U.S. Census Bureau, Washington, DC. Retrieved 3/30/19 from https://www.census.gov/content/dam/Census/library/publications/2018/demo/P25_1144.pdf

² Vespa, J., Armstrong, D.M., & Medina, L. (2018). United States Population Projections 2020-2060, Current Population Reports, P24-1144. U.S. Census Bureau, Washington, DC. Retrieved 3/30/19 from https://www.census.gov/content/dam/Census/library/publications/2018/demo/P25_1144.pdf



Data are drawn from the 2020 American Community Survey Five-Year Estimates



The U.S. Census Bureau issued a statement on March 10, 2022 regarding a coverage error for the 2020 Census (undercounts and overcounts).

The Post-Enumeration Survey results show

- Statistically significant undercounts for the following populations: Black or African American alone or in combination, American Indian or Alaska Native alone or in combination, the Some Other Race alone or in combination, and Hispanic or Latino.
- Statistically significant overcounts for the White alone or in combination, Non-Hispanic White alone, and Asian alone or in combination populations.

Data source: U.S. Census Bureau. Retrieved on 3/28/22 from

<https://www.census.gov/library/stories/2022/03/who-was-undercounted-overcounted-in-2020-census.html>

What are the current and emerging demographic trends in the United States?

Sources include most recent available data from:
US Census 2021 American Community Survey, tables cited on each slide
US Department of Homeland Security, 2019 Yearbook of Immigration Statistics



Top 10 Countries of Birth of Lawful Permanent Residents in the US in FY 2020



Data Source: U.S. Department of Homeland Security, Yearbook of Immigration Statistics: 2020 Legal Permanent Residents, Supplemental Table 1 – Persons Obtaining Legal Permanent Resident Status by State or Territory of Residence and Region or Country of Birth: Fiscal Year 2020

Total

707,362

- Mexico
- India
- China, People's Republic
- Dominican Republic
- Vietnam
- Philippines
- El Salvador
- Brazil
- Cuba
- S. Korea



- 100,325**
- 46,363**
- 41,483**
- 30,005**
- 29,995**
- 25,491**
- 17,907**
- 16,749**
- 16,367**
- 16,244**



ACS 2021 United States Demographic Estimates

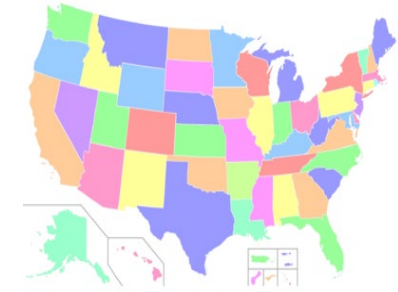
One Race or Latino or Hispanic and Race

Total Population = 331,893,745

RACE	NUMBER	Percent of POPULATION
One Race	290,007,306	87.4
White	202,981,791	61.2
Black or African American	40,194,304	12.1%
American Indian or Alaska Native	3,158,694	1.0%
Asian	19,157,288	5.8%
Native Hawaiian & Other Pacific Islander	612,448	0.2%
Some Other Race	53,868,002	16.2%
Two or More Races	41,886,439	12.6%
HISPANIC OR LATINO AND RACE		
Hispanic or Latino of any Race	62,529,064	18.8%



Languages Spoken at Home in the U.S. in 2020



Estimated Total Population 5 years and over 309,929,116

Speak only English	240,826,040	(78.5%)
Speak a language other than English	66,093,076	(21.5%)
Speak Spanish	40,537,337	(13.5%)
Speak Indo European languages	11,270,634	(3.7%)
Speak Asian and Pacific Island languages	10,800,470	(3.5%)
Other Languages	3,484,635	(1.1%)

[French (Patois, Cajun), French Creole, Italian, Portuguese, Portuguese Creole, German, Yiddish, Other West Germanic languages, Scandinavian languages, Greek, Russian, Polish, Serbo-Croatian, Other Slavic languages, Armenian, Persian, Gujarathi, Hindi, Urdu, Other Indic languages]

[Chinese, Japanese, Korean, Mon-Khmer, Cambodian, Miao, Hmong, Thai, Laotian, Vietnamese, Tagalog, other Pacific Island languages]

[Navajo, Other Native American languages, Hungarian, Arabic, Hebrew, African languages, other unspecified languages]

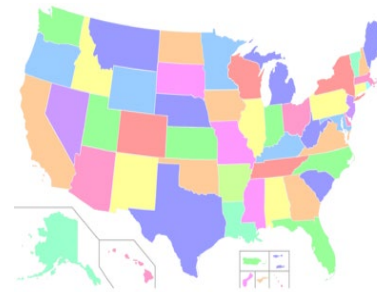


Limited English Speaking Households

Limited English Speaking Households formerly (linguistic isolation) refers to households in which no member 14 years old and over: (1) speaks only English or (2) speaks a non-English language and speaks English “very well.”

Limited English Speaking Households in the United States in 2020

All households



4.3%

Households speaking--

- Spanish 20.5%
- Other Indo-European languages 14.6%
- Asian and Pacific Island languages 23.8%
- Other languages 15.7%



Sign Language

- According to the World Federation of the Deaf, there are more than 70 million deaf people worldwide. More than 80% of them live in developing countries. Collectively, they use more than 300 different sign languages.
- ASL is the third most commonly used language in the US after English and Spanish.
Unable to locate the original source of this statistic.

What is Sign Language?

Sign language is **a visual language that uses gestures and handshapes to represent concepts or ideas**. Sign language is actually a broad term that describes many visual languages that have different grammar and syntax rules but use the same basic signs.

Sources

<https://www.nidcd.nih.gov/health/american-sign-language#1>

<https://www.un.org/en/observances/sign-languages-day>

<http://www.cdhh.ri.gov/information-referral/american-sign-language.php#section1>



American Sign Language (ASL) is a complete, natural language that has the same linguistic properties as spoken languages, with grammar that differs from English. ASL is expressed by movements of the hands and face. It is the primary language of many North Americans who are deaf and hard of hearing and is used by some hearing people as well.





The Language-Culture Link

- Language and culture are inextricably linked. Culture is encoded in language through forms of expression (including sign language), communication preferences, the way words are used, and other expressions including body language.
- Language is socially constructed. We continue to create new words to describe experiences, events, people, and other phenomena – which are all culturally defined.
- The relationship between culture and language is dynamic.



A Word about Indigenous Languages in the United States

According to the Indigenous Language Institute, only **175** of the original **300** Indigenous languages spoken in the United States remain.

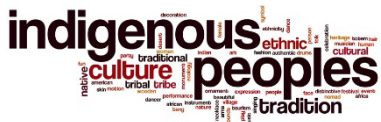
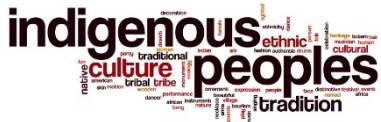
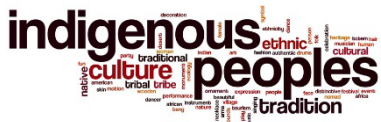
Approximately **350,000** people speak Indigenous languages. .

The most commonly spoken Indigenous languages are

- Navajo (Diné Bizaad)
- Yupik
- Dakota
- Apache
- Keres
- Cherokee
- Ojibwa

Arizona, Alaska and New Mexico have the most speakers of Indigenous languages in the US. South Dakota, California, and Oklahoma also have large populations that speak Native languages.

Source –



ACS 2021 United States Disability Characteristics

Total New Jersey Population = 9,163,640
Estimated Non-institutionalized Population with a Disability = 958,294 (10.5%)

Disability defined as:

- Hearing difficulty
- Vision difficulty
- Cognitive difficulty
- Ambulatory difficulty
- Self-care difficulty
- Living Independent difficulty

Varies by Age Grouping

< 5 years = 0.7%
 5-17 years = 5.7%
 18-34 years = 6.6%
 35-64 years = 12.5%
 65-74 years = 24.4%
 > 75 years = 48.1%

RACE	NUMBER	Percent of POPULATION
White (alone)	573,006	11.4%
Black or African American	144,204	12.5%
American Indian or Alaska Native	3,487	9.8
Asian (alone)	53,249	5.8%
Native Hawaiian & Other Pacific Islander	562	15.3%
Some Other Race	87,355	9.5%
Two or More Races	986,331	8.7%
HISPANIC OR LATINO AND RACE		
Hispanic or Latino of any Race	179,293	9.1%



ACS 2021 Disability Characteristics by Age in the United States

Civilian noninstitutionalized population = 9,163,640

With a disability = 958,194 (10.5%)

AGE GROUP	TOTAL	ESTIMATED NUMBER WITH A DISABILITY	PERCENTAGE WITH A DISABILITY
Under 5 years	516,200	2,790	0.5%
5 to 17 years	1,500,779	64,796	4.3%
18 to 34 years	1,930,460	111,501	5.8%
35 to 64 years	3,688,990	328,542	8.9%
65 to 74 years	912,181	180,695	19.8%
75 years +	615,030	269,870	43.9%



- Disability defined as:**
- Hearing difficulty
 - Vision difficulty
 - Cognitive difficulty
 - Ambulatory difficulty
 - Self-care difficulty
 - Living Independent difficulty

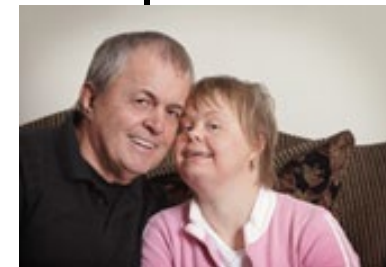


ACS 2021 Age by Disability and Poverty Status in the United States

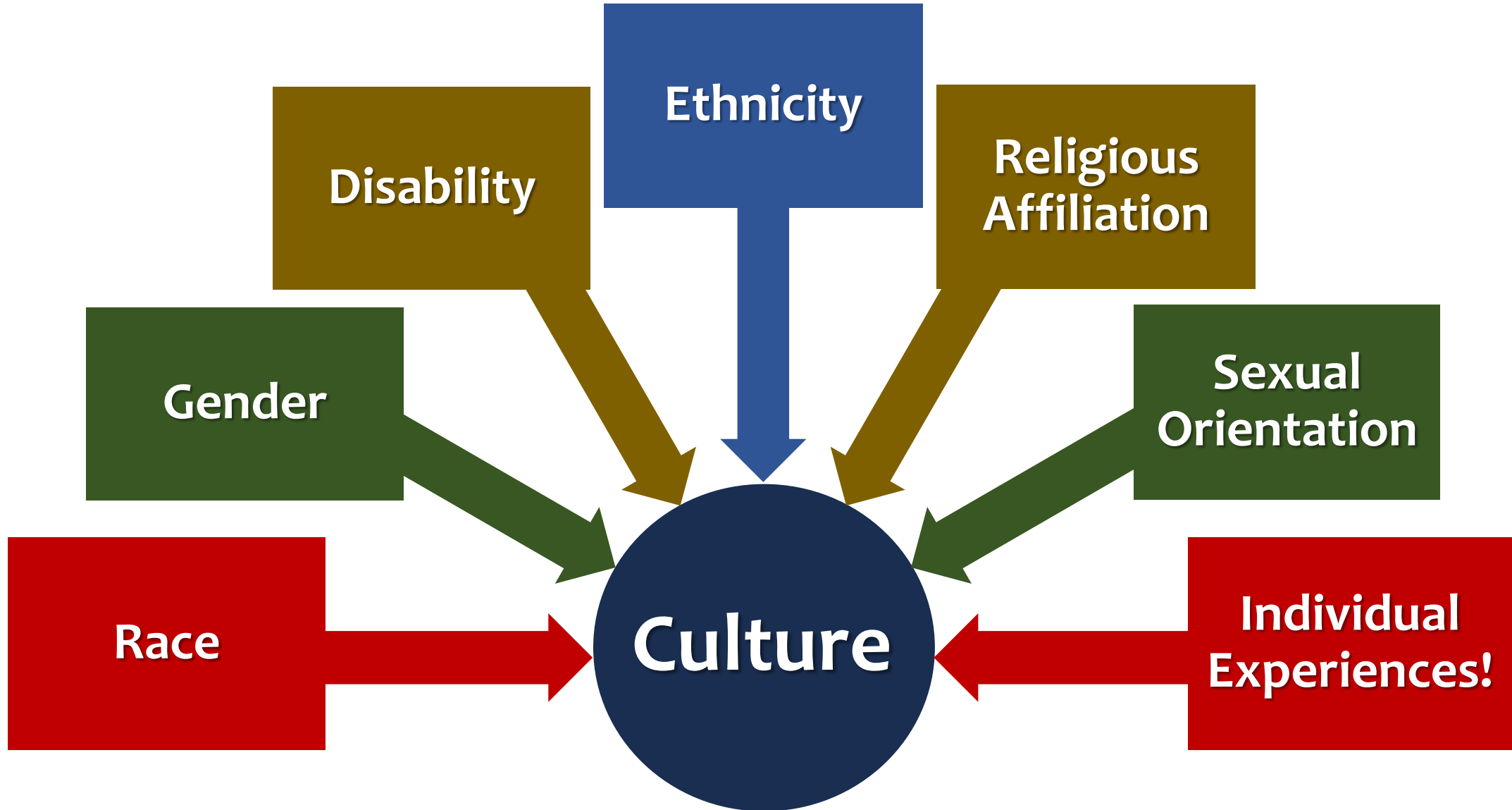
AGE GROUP	ESTIMATED NUMBER LIVING BELOW POVERTY LEVEL	ESTIMATED NUMBER LIVING ABOVE POVERTY LEVEL
All age groups		
Under 18	13,212	53,072
18 – 64 years	91,085	345,454
65 years & over	60,165	390,400

Disability defined as:

- Hearing difficulty
- Vision difficulty
- Cognitive difficulty
- Ambulatory difficulty
- Self-care difficulty
- Living Independent difficulty



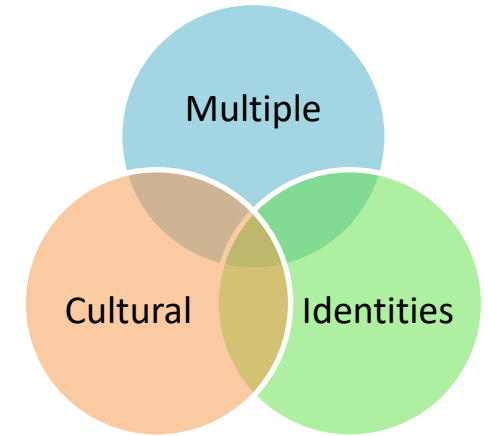
What contributes to cultural identity?



MULTIPLE CULTURAL IDENTITIES

The extant literature indicates that we as human beings have multiple cultural identities that can be grouped as follows.

- Categorization – people identify with one of their cultural groups over others
- Compartmentalization – individuals maintain multiple, separate identities within themselves
- Integration – people link their multiple cultural identities



Sources:

Seth J.J. Schwartz, Koen Luyckx, and Vivian L.K. Vignoles (Eds.) Handbook of Identity Theory and Research. Springer. 2001.

Verónica Benet-Martínez and Ying-yi Hong (Eds.) The Oxford Handbook of Multicultural Identity. Oxford University Press. 2014.

Chao, G.T., & Moon, H. The Cultural Mosaic: A Metatheory for Understanding the Complexity of Culture. Journal of Applied Psychology 2005, Vol. 90, No. 6, 1128–1140

Yampolsky MA, Amiot CE, & de la Sablonnière, R. (2013). Multicultural identity integration and well-being: a qualitative exploration of variations in narrative coherence and multicultural identification. Front. Psychol. 4:126.doi: 10.3389/fpsyg. 2013.00126



MULTIPLE CULTURAL IDENTITIES THROUGH THE LENS OF ANDY ARIAS

“I come to the table with my LGBTQ-ness, my Hispanic-ness, and my disability. Neither overshadows the other, neither is more important than the other. They are all part of who I am as a person.”



SOCIAL LOCATION

Social Location is our unique combination of multiple cultural identities, such as race, gender, and class, and how, when put together, creates individual experiences of discrimination or disadvantage.

Our unique identities and how they overlap is our **social location**.



Cultural Views

All people hold different views about:

- Disability
- Role of educators
- Conflict
- Gender roles
- Education
- Privacy
- Body language
- What else?



Intersectionality



- Kimberlé Crenshaw, a lawyer and civil rights advocate, introduced us to the term ***intersectionality*** in 1991.
- She wrote about how a person who because of their membership in multiple social groups may experience discrimination, oppression, and marginalization. Her work focused on Black women.
- Since 1991, the term intersectionality is used in multiple ways by many in health, mental health, and human services.
- Sometimes those who use the term intersectionality confuse it with multiple cultural identities and omit the important defining factors of discrimination, marginalization, and oppression.

Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color. *Stanford Law Review*, Vol. 43, No. 6 (Jul., 1991), pp. 1241-1299.



INTERSECTIONALITY THROUGH THE LENS OF ANDY ARIAS

“From childhood through adult life, I experience stereotyping, marginalization, and discrimination because of my LGBTQ-ness, my Hispanic-ness, and my disability.”



Impact of Intersectionality

What do we know about impact of intersectionality on families?

- Meeting attendance
- Participation
- Advocacy
- Dispute Resolution



Discussion

What are the implications for families in your state?



A WORD ABOUT ORGANIZATIONAL CULTURE

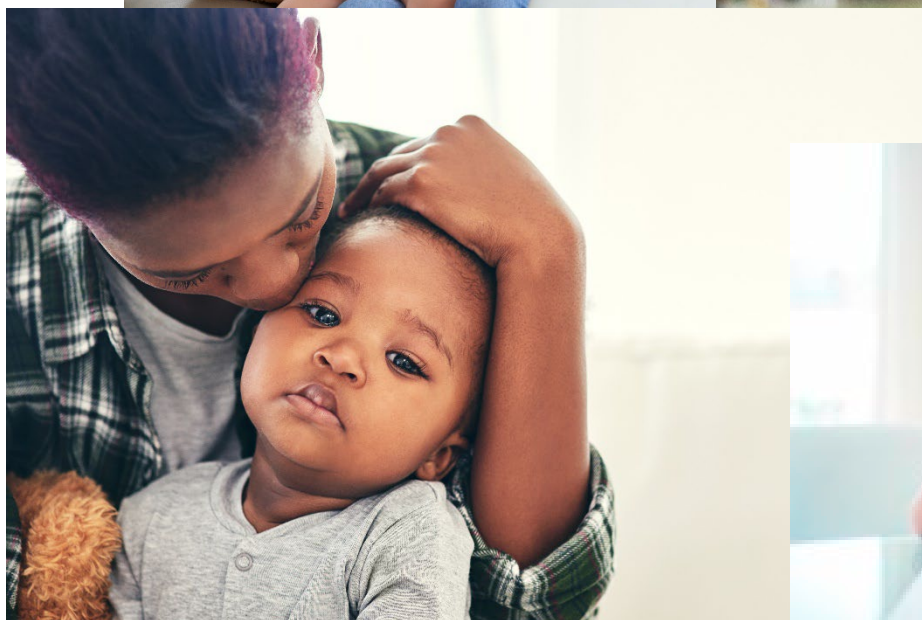
The values and behaviors that contribute to the unique social and psychological environment of an organization. Organizational culture includes an organization's expectations, experiences, philosophy, and values that hold it together, and is expressed in its self-image, inner workings, interactions with the outside world, and future expectations. It is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered valid. It is shown in:

- 1) the ways the organization conducts its business, treats its employees, customers, and the wider community,
- 2) the extent to which freedom is allowed in decision making, developing new ideas, and personal expression,
- 3) how power and information flow through its hierarchy, and
- 4) how committed employees are towards collective objectives.

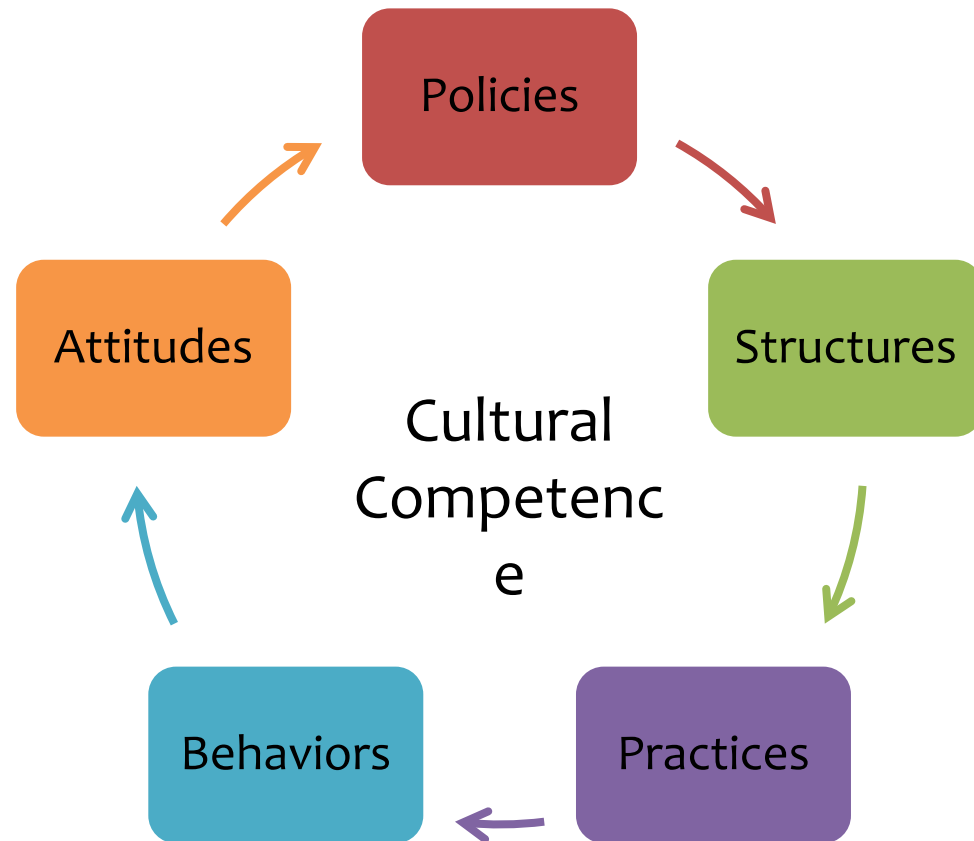
Data source: <http://www.businessdictionary.com/definition/organizational-culture.html>



Cultural Competence & Linguistic Competence



Cultural Competence Conceptual Framework



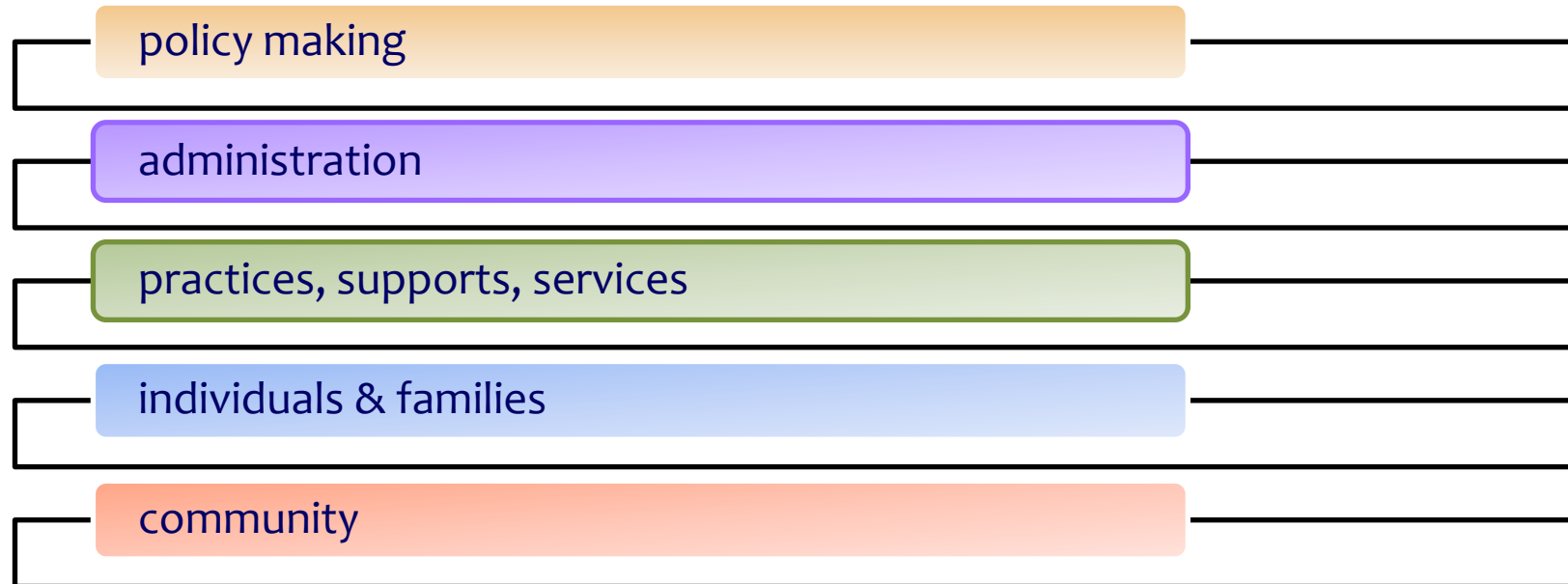
Cultural competence requires that organizations have a clearly defined, congruent set of values and principles, and demonstrate behaviors, attitudes, policies, structures, and practices that enable them to work effectively cross-culturally.

(Adapted from Cross, Bazron, Dennis & Isaacs, 1989)



ESSENTIAL ELEMENTS IN A CULTURALLY COMPETENT SYSTEM

These five elements must be manifested at every level of an organization or system including:



and reflected in its attitudes, structures, policies, practices, and services.



Linguistic Competence

- Is the capacity of an organization and its personnel to communicate effectively, and convey information in a manner that is easily understood by diverse groups including persons of limited English proficiency, those who are not literate or have low literacy skills, individuals with disabilities, or those who are deaf or hard of hearing
- Requires organizational and provider capacity to respond effectively to the health literacy and mental health literacy needs of populations served
- Ensures policy, structures, practices, procedures and dedicated resources to support this capacity



CADRE's Cultural & Linguistic Competence Self-Assessment tool for SEAs can help...



- Better understand gaps and barriers to access within your system
- Find opportunities to improve access, inclusivity, and equity among system users
- Improve competency among staff
- Secure more diversity among stakeholder groups and workforce
- Develop and foster mutually beneficial, lasting relationships with diverse community members
- Improve outcomes for students with disabilities

CADRE's Self-Assessment Tool

The Five function areas:

1. Systemwide values, infrastructure, and organization,
2. Program access and delivery,
3. Practitioner standards and professional development,
4. Public awareness and outreach, and
5. Evaluation and continuous improvement (CQI).



Group Discussion

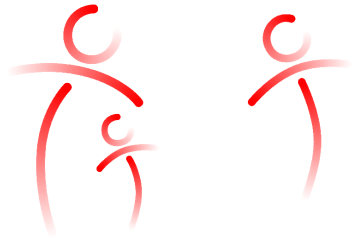


Summary

Lessons learned from Pilot • Possible considerations for CLC assessment



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