



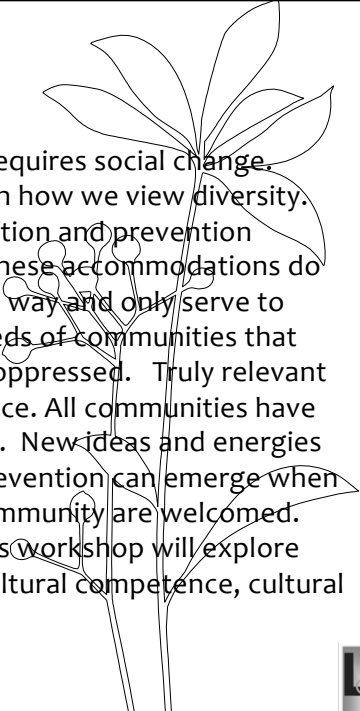

# CELEBRATING DIFFERENCES:

WHY CULTURALLY RELEVANT AND  
COMMUNITY SPECIFIC STRATEGIES ARE  
OUR BEST HOPE FOR SOCIAL CHANGE



## Workshop Description

“Building a World We Want to Live In.” requires social change. Social change requires a paradigm shift in how we view diversity. We design most sexual violence intervention and prevention strategies to **accommodate** difference. These accommodations do not engage communities in a meaningful way and only serve to further tokenize the voice, input and needs of communities that have historically been marginalized and oppressed. Truly relevant strategies require us to **embrace** difference. All communities have specific norms, strengths and challenges. New ideas and energies for culturally relevant sexual violence prevention can emerge when the needs and characteristics of each community are welcomed. Using an experiential learning model, this workshop will explore concepts related to health disparities, cultural competence, cultural relevance and anti-oppression.

## Facilitators

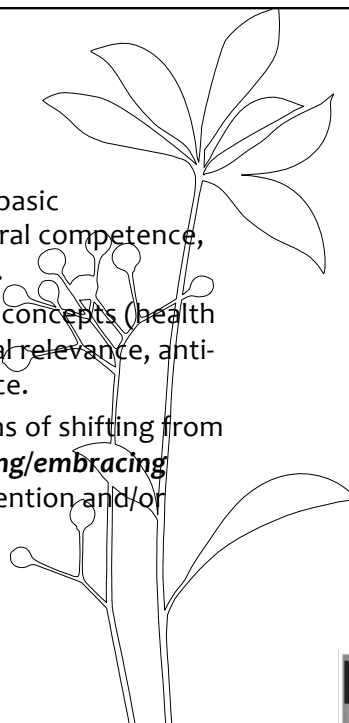
Lydia Guy Ortiz is an independent consultant with an emphasis on sexual violence prevention and anti-oppression theory. Lydia has been active in the anti-rape movement for twenty-five years and is a board member of National Alliance to End Sexual Violence. She is committed to the creation of sexual violence prevention and intervention strategies that are relevant, culturally compelling, and innovative. From 1992 – 2007 Ms Guy Ortiz worked in rape crisis centers in addition to the state sexual assault coalition in Washington State. Her primary responsibilities included training, technical assistance, and resource production for sexual assault service providers throughout the state as well as nationally. Her focus was the development and implementation of community mobilizing strategies specific to sexual violence

Kimber J. Nicoletti, MSW, Director and Founder of MESA: Multicultural Efforts to end Sexual Assault at Purdue University has advocated for victims and families affected by sexual violence in multicultural and migrant farm worker communities for over 18 years. Ms. Nicoletti who brings a high level of energy and enthusiasm to her work has a positive attitude and is skilled at engaging and empowering communities. Her experiences as a therapist working with victims and as a prevention practitioner provide her with insight into barriers and challenges in providing culturally-relevant services Ms. Nicoletti is a member of the National Sexual Violence Resource Center Advisory Council



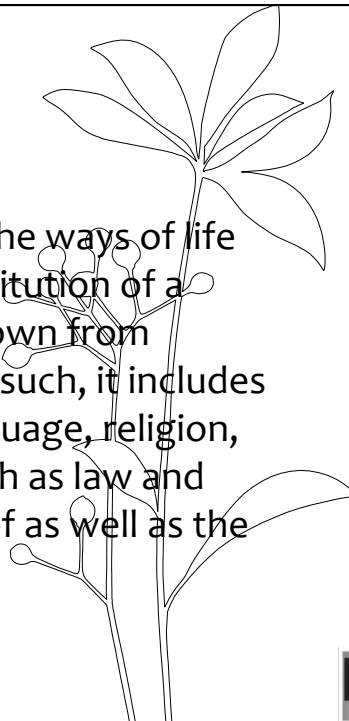
## Learning Objectives

- Participants will be able to articulate a basic understanding of the concepts of cultural competence, cultural relevance, and anti-oppression.
- Participants will link at least one of the concepts (health disparities cultural competence, cultural relevance, anti-oppression) to their personal experience.
- Participants will identify the implications of shifting from **accommodating** difference to **celebrating/embracing** difference in their sexual violence prevention and/or intervention work

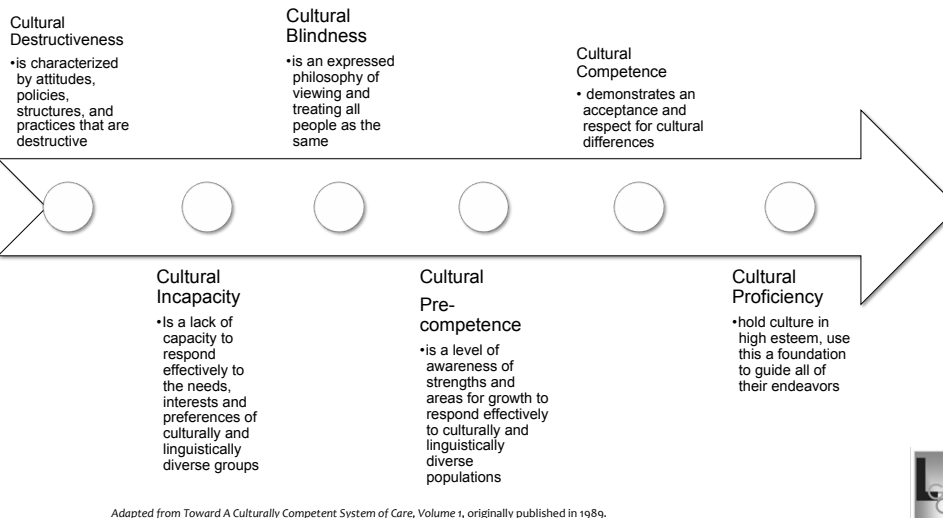


## Culture – A way of life

Culture can be defined as all the ways of life including arts, beliefs and institution of a population that are passed down from generation to generation. As such, it includes codes of manners, dress, language, religion, rituals, norms of behavior such as law and morality, and systems of belief as well as the art



## Cultural Competence Continuum

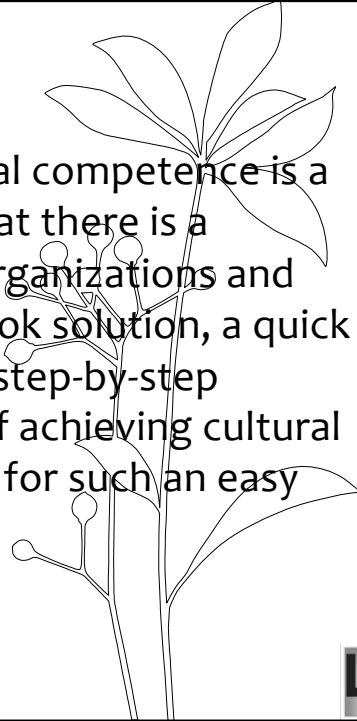


Adapted from Toward A Culturally Competent System of Care, Volume 1, originally published in 1989.

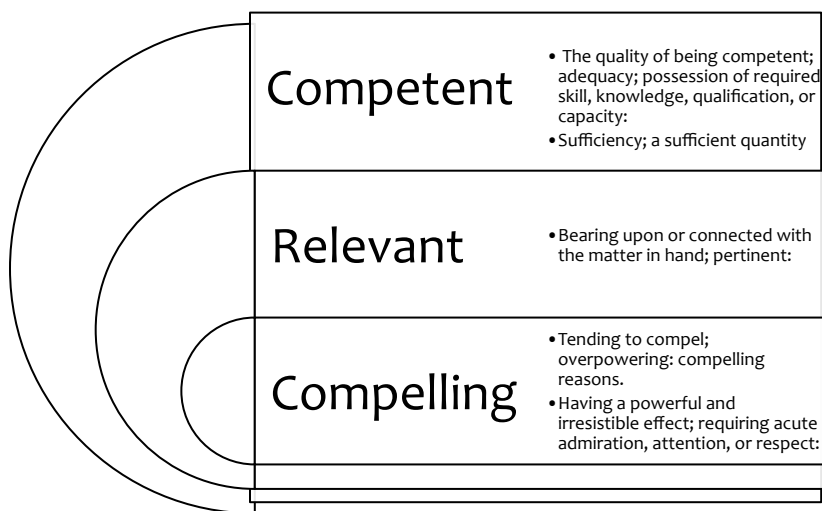


## Basic Premise

Cross et al. state that cultural competence is a complex framework, and that there is a tendency for systems and organizations and individuals to want a textbook solution, a quick fix, a recipe, or a “how to”, step-by-step approach. The complexity of achieving cultural competence does not allow for such an easy solution.

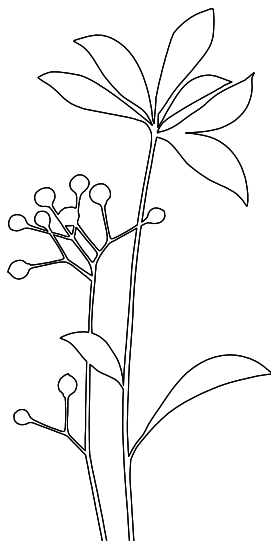
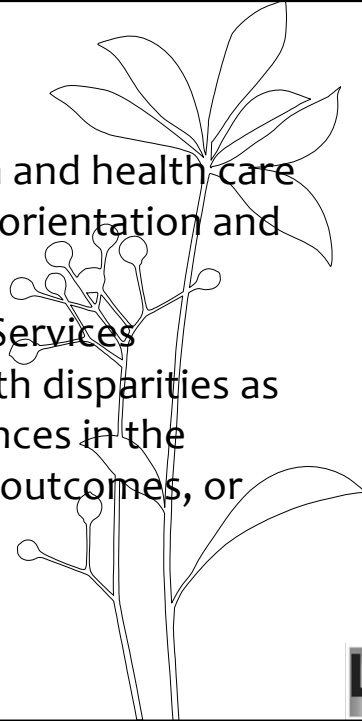


## Culturally



## Health Disparities

- Gaps in the quality of health and health care across racial, ethnic, sexual orientation and socioeconomic groups.
- The Health Resources and Services Administration defines health disparities as "population-specific differences in the presence of disease, health outcomes, or access to health care."



## ANTI-OPPRESSION FRAMEWORK



## **Institutional Oppression**

is the systematic mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person's membership in the social identity group.



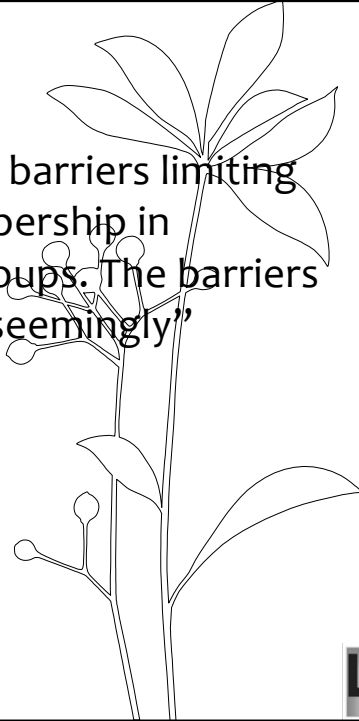
## **Institutional Oppression**

occurs when established laws, customs, and practices systematically reflect and produce inequities based on one's membership in targeted social identity groups.



## Institutional Oppression

creates a system of invisible barriers limiting people based on their membership in unfavored social identity groups. The barriers are only invisible to those “seemingly” unaffected by it.

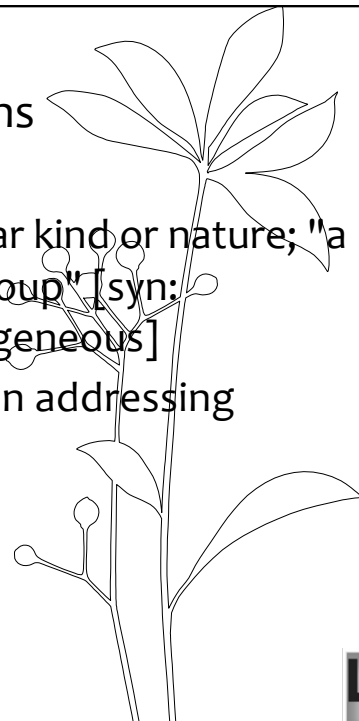


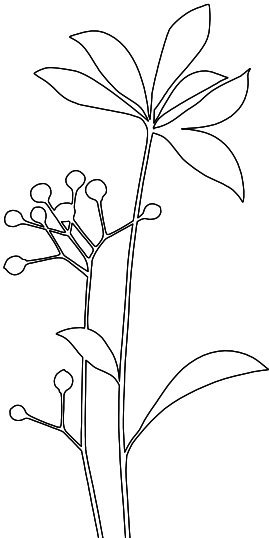
## Homogenous Organizations

### **homogenous**


adj : all of the same or similar kind or nature; "a close-knit homogeneous group" [syn: homogeneous [ant: heterogeneous]

- Few/no resources focused on addressing inequity





## ORGANIZATIONAL APPROACHES


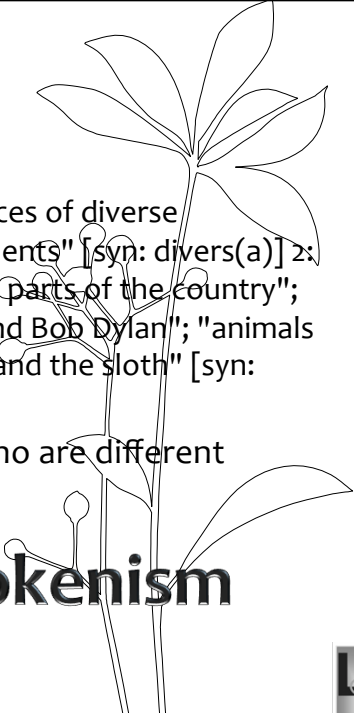


### Diverse

**diverse**

- adj 1: many and different; "tourist offices of diverse nationalities"; "a person of diverse talents" [syn: divers(a)] 2: distinctly dissimilar or unlike; "diverse parts of the country"; "celebrities as diverse as Bob Hope and Bob Dylan"; "animals as various as the jaguar and the cavy and the sloth" [syn: various
- Focus on inclusion of individuals who are different

## Beware of tokenism



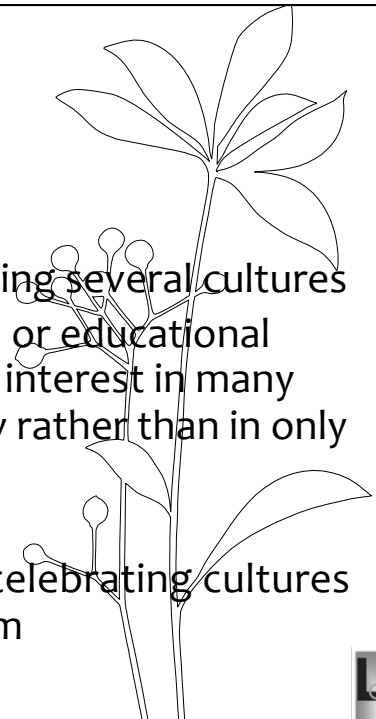


## Multi-Cultural **multicultural**

*adj.*

- 1) Of, relating to, or including several cultures
- 2) Of or relating to a social or educational theory that encourages interest in many cultures within a society rather than in only a mainstream culture

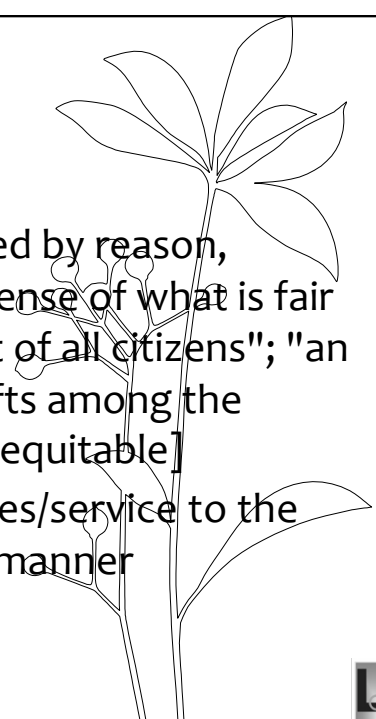
- Focus on being inclusive/celebrating cultures other than the mainstream



## Equitable **equitable**

*adj* : implying justice dictated by reason, conscience, and a natural sense of what is fair to all; "equitable treatment of all citizens"; "an equitable distribution of gifts among the children" [syn: just] [ant: inequitable]

- Focus on allocating resources/service to the community in an equitable manner



Building a World We Want to Live In

Just Us

**JUSTICE**



ACTIVITY:

DIALOGUE EXERCISE

