

Cultural Competence Definitions

Cultural Competence

- A set of behaviors, attitudes and policies that come together in a system, agency, or among professionals that enable them to work effectively in cross cultural situations... Cultural competence is the acceptance and attention to the dynamics of difference, the ongoing development of cultural knowledge, and the resources and flexibility within service models to meet the needs of minority populations (Cross, et al., 1989, p1)
- Cultural Competence Organizational level-have a defined set of values and principles, and demonstrate behaviors, attitudes, policies and structures that enable them to work effectively cross-culturally.
- have the capacity to (1) value diversity, (2) conduct self-assessment, (3) manage the dynamics of difference, (4) acquire and institutionalize cultural knowledge and (5) adapt to diversity and the cultural contexts of the communities they serve. (National Center for Cultural Competence)
- Cultural competence involves working in conjunction with natural, informal support and helping networks within culturally diverse communities (e.g. neighborhood, civic and advocacy associations; local/neighborhood merchants and alliance groups; ethnic, social, and religious organizations; and spiritual leaders and healers).*
- Practice is driven in service delivery systems by client preferred choices, not by culturally blind or culturally free interventions. (NCC)

Cultural Competence Definitions

Barriers to Cultural Competence

- Luxury of obliviousness
- The study of celebratory multiculturalism

<http://www.uwm.edu/~gjay/Multicult/Multiculturalism.html>

- Celebratory multiculturalism affirms or convinces one of the racial and discriminatory experiences of others but critical multiculturalism " tends to critique the use of race and ethnicity by focusing on issues of power

Definition of Key terms

- <http://www11.georgetown.edu/research/gucchd/nccc/features/CCHPA.html>. This is a link to the [Cultural Competence Health Practitioner Assessment \(CCHPA\)](#)
- Enculturation- "Enculturation" is the process where the [culture](#) that is currently established teaches an individual the accepted norms and values of the culture or society in which the individual lives, so that the individual can become an accepted member of the group and fulfill the needed functions and roles of the group and more importantly establishes a context of boundaries and accepted behavior that dictates what is okay and not okay to do within the framework of that society. It teaches the individual their role within society as well as what is accepted behavior within that society.
- Acculturation-The process of two different ethnic groups exchanging cultural elements and complexes.

Cultural Competence Definitions

- Transculturation, or individual foreign-origin acculturation, is on a smaller scale with less visible impact.

This most often occurs to first-generation immigrants, for whom transculturation is most difficult, due to the lack of precedents in the family. The speed of transculturation varies, depending on the recipient's interest and the presence of a motivation.

- Cultural appropriation-Cultural appropriation is the adoption of some specific elements of one culture by a different cultural group. It can include the introduction of forms of dress or personal adornment, [music](#) and [art](#), [religion](#), [language](#), or behavior. These elements are typically imported into the existing culture, and may have wildly different meanings or lack the subtleties of their original cultural context. Because of this, cultural appropriation is sometimes viewed negatively, and has been called "cultural theft".
- Selective Acculturation-is the process of maintaining an immigrant culture and strong ties to ethnic communities, and assimilating to only a part of American culture. Selective acculturation is the most beneficial type of assimilation for recent immigrants, especially for those who have lower levels of human capital or come from modest socioeconomic backgrounds.
- Racial Identity-collective identity based on perception of shared racial heritage thread of historical experience sense of strength in the group

Cultural Competence Definitions