

Coalition Leadership Institute: Cultural Competency Webinar

**“If you have come here to help me, you are
wasting our time. But if you have come because
your liberation is bound up with mine, then let
us work together.”**

- Gangulu activist Lilla Watson

Purpose

- Assess coalition outreach efforts through connections to community cultural capital/wealth: aspirational, familial, linguistic, navigational, social, resistant
- Use Yosso to consider inclusive strategies and tools to gain community-wide input for outreach efforts

CLAS (Culturally and Linguistically Appropriate Services) Standards

Center for Disease Control: National Prevention Information Network

Cultural and linguistic competence is a set of congruent **behaviors, attitudes, and policies** that come together in a system, agency, or among professionals **that enables effective work** in **cross-cultural** situations.

(Based on Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). Towards A Culturally Competent System of Care Volume I. Washington, DC: Georgetown University Child Development Center, CASSP Technical Assistance Center)

Caprice Hollins: Four Areas of Cultural Competency

(1) Awareness: deepen understanding of one's own bias, values, beliefs, attitudes towards others

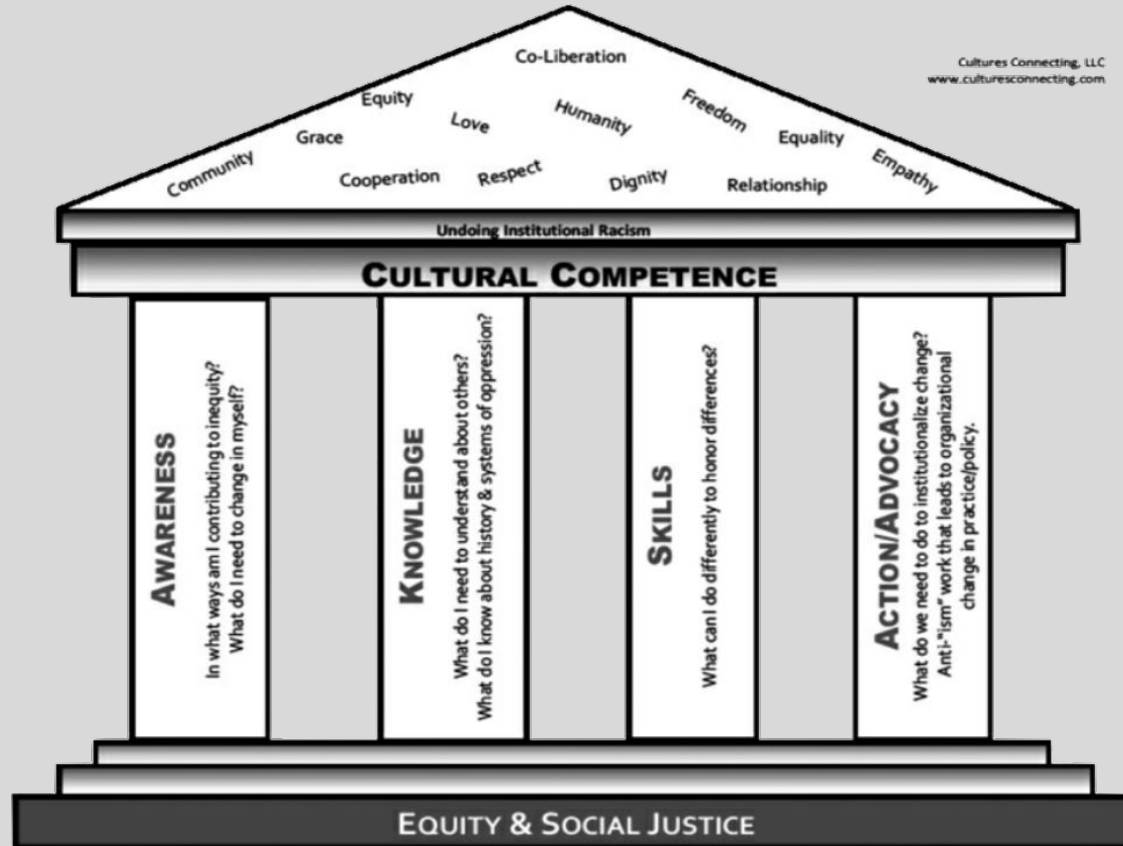
(2) Knowledge: develop an understanding of racially/ethnically diverse cultures

(3) Skills: learn strategies for engaging across cultures

(4) Action/Advocacy: institutionalize change within one's own organization(s)

-Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race

Caprice Hollins: Four Areas of Cultural Competency



**Equity is a deliberate,
continuous interrogation and
dismantling of structural
oppression.**

-Vincent Perez

POSITIONALITY

How do I come to this dialogue?

POLL: Who is here?

What communities do we represent?

Age: Generation

- The Silent Generation:** Born 1925-1945
- Baby Boomers:** Born 1946-1964
- Generation X:** Born 1965-1980
- Millennials:** Born 1981-1996
- Gen Z:** Born 1997-current
- I prefer not to answer this question**



Poll

Race:

- American Indian or Alaska Native
- Asian American or Pacific Islander
- Black (Afro American or of African descent)
- European American, White, or Caucasian
- Hispanic or Latinx
- MENA (Middle Eastern-North African)
- Ukraine or Russian (Eastern European American)
- Biracial
- Multiracial
- Other
- I prefer not to answer this question



Poll

Class: Household Income

- Less than \$25,000**
- \$25,000 - \$50,000**
- \$50,000 - \$75,000**
- \$75,000 - \$100,000**
- \$100,000 - \$150,000**
- More than \$150,000**
- I prefer not to answer this question**



Poll

Tara J. Yosso: On Pierre Bourdieu

Bourdieu's assertion that our hierarchical society considers the knowledges of the upper and middle classes valuable capital. His work explains that if we are not born into a family **whose knowledge is already deemed valuable**, we need formal schooling to help us access the knowledges—the cultural capital—of the middle and upper class.”

The assumption follows that **People of Color ‘lack’ the social and cultural capital required for social mobility**. So, schools often structure ways to **help ‘disadvantaged’ students** whose race and class background has left them **lacking necessary knowledge, social skills, abilities, and cultural capital**.

Are there other forms of capital that racially marginalized groups bring to the table that are not recognized or are not acknowledged by this interpretation of social capital theory? -

Protocol

Cultural Capital Tara J. Yosso, Ph.D						
	Aspirational Capital: the ability to maintain hopes and dreams for the future even in the face of barriers.	Familial Capital: cultural knowledges nurtured among familia (kin) that carry a sense of community history, memory, and cultural intuition.	Linguistic Capital: intellectual and social skills learned through communication experiences in more than one language and/or style.	Navigational Capital: skills and abilities for maneuvering through social institutions.	Resistant Capital: knowledge and skills cultivated through behavior that challenges inequality.	Social Capital: networks of people and community resources.
Internal Engagement						
External Engagement						

Handout Reflections:
ideas, practices, strategies, policies that tap into cultural capital.

Internal:
self, staff (within org)

External:
clients, target communities

Humanize

and

Historicize

Aspirational Capital:

the ability to maintain hopes and dreams for the future even in the face of barriers.

What do you hope for your coalition in the area of cultural competency?

- “That we can make everyone feel welcomed into joining our coalition and knowing our purpose to make the community a safe space for all.”
- “...recruit members with culturally diverse backgrounds and hear their stories in different ways.”
- “I hope to see people, over time, more open to some of the different cultures within our communities.”
- “Increased participation and outreach to diverse voices/experiences/people groups, especially parents, youth and other harder to engage sectors.”

Aspirational Capital:

the ability to maintain hopes and dreams for the future even in the face of barriers.

What do you hope for your coalition in the area of cultural competency?

- “We start thinking outside of race and socioeconomic status, but start thinking about gender and sexual identity.”
- “I hope there comes a day that I don't need special approvals for groups like Planned Parenthood or PFLAG (Parents and Friends of Lesbians and Gays) to come to my school district. I hopes that these entities will be welcomed just as much as military recruiters and faith based organizations.”

Harness narrative to grow agency



Grupo Ollin gathers 42-48 Mondays per year from 3:30-6:30pm at Green Hill School, a state juvenile rehabilitation facility. The following practices and protocols allow for predictable, reflective and rhythmic repetitive ways of gathering. They honor our ancestors and those who choose to gather for learning.

- In Lak'ech
- Nahui Ollin Purpose Statements
- Smudging
- Drum Song
- Opening to the Seven Directions
- Danza
- Tonalli Readings
- Palabra



Harness narrative to grow agency



Growing the academic identity of migrant students.

The Dare to Dream Academies are sponsored by the Migrant Education Program (MEP) of the Office of Superintendent of Public Instructions (OSPI) in partnership with the College Assistance Migrant Program (CAMP) on each university campus and the Association of Washington School Principals (AWSP). AWSP administers .5 credits for the successful completion of the each academy through the Principals' Student Learning Center.

www.dtdwa.academy

Familial Capital:

cultural knowledge nurtured among *familia* (kin) that carry a sense of community history, memory, and cultural intuition.

How has your own familial strength impacted your work as a coalition leader?

- Commitment and collaboration are highly valued traits in my family.
- Understanding the impact of trust, relationships and having connection.
- Understanding that "tradition" will always have its place in the past, but it doesn't have to impact the future- we don't always have to do "it" the same way.
- It helps me understand why youth use substances because of our culture. It is a norm for boy to drink by 15.

Familial Capital:

cultural knowledge
nurtured among *familia*
(kin) that carry a sense of
community history,
memory, and cultural
intuition.

**How has your own
familial strength
impacted your work as
a coalition leader?**

- My struggles with losing my dad because of alcohol makes it very personal to me to keep striving for the best of the coalition.
- Understanding where I came from; What my family trauma and resilience has been; Understanding it neurologically and epigenetically--believing in intergenerational trauma and strength.
- As a coalition coordinator I remember what I needed as a youth.
- I couldn't get through some days without my mom.

Familial Capital

HOMBRES



Mejoremos como abuelos



Entendiendo nuestra fuerza mental

Aprenda a dar y recibir apoyo para:
alcohol y drogas, ira y violencia, ansiedad y depresión,
pena y pérdida, relaciones y trauma.

Washington State
Health Care Authority



MEN



Let's get better as fathers



Understanding our mental strength

Learn to give and receive support for:
alcohol & drugs, anger & violence, anxiety & depression,
grief & loss, relationships & trauma.

Washington State
Health Care Authority



HOMBRES



Mejoremos como esposos



Entendiendo nuestra fuerza mental

Aprenda a dar y recibir apoyo para:
alcohol y drogas, ira y violencia, ansiedad y depresión,
pena y pérdida, relaciones y trauma.

Washington State
Health Care Authority



Familial Capital

MEN



Let's get better as brothers



Understanding our mental strength

Learn to give and receive support for:
alcohol & drugs, anger & violence, anxiety & depression,
grief & loss, relationships & trauma.

Washington State
Health Care Authority



HOMBRES



Mejoremos como tios



Entendiendo nuestra fuerza mental

Aprenda a dar y recibir apoyo para:
alcohol y drogas, ira y violencia, ansiedad y depresión,
pena y pérdida, relaciones y trauma.

Washington State
Health Care Authority



MEN



Let's get better as grandsons



Understanding our mental strength

Learn to give and receive support for:
alcohol & drugs, anger & violence, anxiety & depression,
grief & loss, relationships & trauma.

Washington State
Health Care Authority



Familial Capital

Who is “family”?

- **Lone immigrants**
- **LGBTQI+ teens kicked out of their homes**
- **Foster children**
- **Adopted folk**

Linguistic Capital:

intellectual and social skills learned through communication experiences in more than one language and/or style.

In what ways does language connect you to the people you care about?

- “Lots of “I love you””
- “Language - especially in this time - has been critical for me to share my thoughts, feelings, and experiences with those I care about.”
- “Tone of voice and communication all play a big role. You have to be very genuine when doing coalition work.”
- “Language is important to everything we do, but it's not the only way to connect with the people around you.”
- “Stories, memories, sometimes just a certain saying that you share together.”
- Language connects me to the people I care about by giving me a voice to figure out how to care for others.

Linguistic Capital



La Cima (the Summit) exists to impart leadership and life skills to Latinx youth.

La Cima existe para inspirar liderazgo y habilidades de la juventud Latina.

3-6 Day Bilingual Leadership Camp



¡La Chispa! (The Spark) helps students build their self-confidence, strengthen their cultural identity and increase their academic success.

One-Day Regional Bilingual Workshops

Will Giles & Travis T.: National Poetry Slam 2015 Finals - Hawai'i Slam - "Oral Traditions"



Navigational Capital:

skills and abilities for maneuvering through social institutions.

How did you gain skills to navigate and find success in school, the workplace, and/or bureaucracies?

- First generation college student: My highschool helped with FAFSA the first year and after that I continued to figure things out on my own.
- Mentors and watching older siblings
- I have always had examples of other people's success in school, workplace, and navigating government systems.
- I had friends or cousins do it before me. I also went to a school that encouraged us to navigate and taught us to stand up for ourselves and challenge authority.
- I can say I found mentors throughout my life and me pushing myself to get through life however I could.

Navigational Capital:

skills and abilities for maneuvering through social institutions.

How did you gain skills to navigate and find success in school, the workplace, and/or bureaucracies?

- I am very fortunate to have mentors to help me out when I had any questions.
- Asking my peers
- Asking for help x 2
- Not afraid to ask questions
- Asking continual questions has allowed me to continue to navigate new territory.
- I learned early on how to advocate for myself and that asking for help was not weakness.
- Watched; Read; Observed others; Asked questions; Cried; Demanded; Complained; Fought; Persevered.

PESTLE

Political

Economic

Social

Technological

Legal

Environmental

Resistant Capital:

knowledge and skills cultivated through behavior that challenges inequality.

In what ways has your resistance to oppression and/or inequity served the people and/or communities you care about?

- “I now see a need to step back and let those who are non-white, non-cis members of the community have the space.”
- “My commitment to doing anti-oppression work has improved our programs and improved our coalition's ability to work with multiple community partners.”
- “As a female veteran that served in Operation Iraqi Freedom, I know how it feels to be invisible in society.”
- “In my prior work as a college professor, I know I helped young people with critical thinking and the necessity for questioning authority, and easy beliefs; I know I helped students recognize cultural differences.”

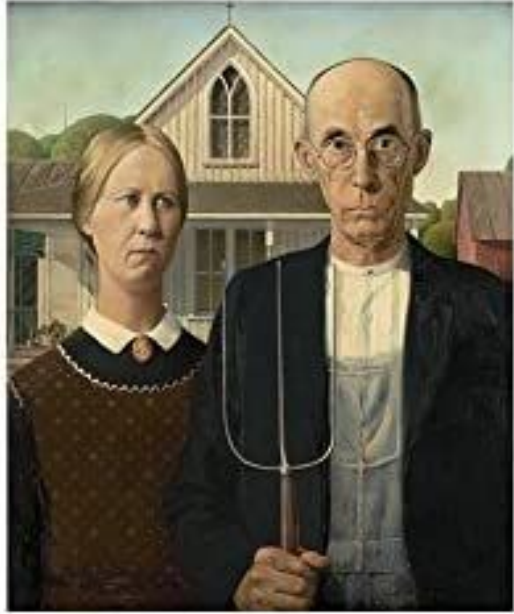
Resistant Capital:

knowledge and skills cultivated through behavior that challenges inequality.

In what ways has your resistance to oppression and/or inequity served the people and/or communities you care about?

- “With permission, I have advocated, filled out forms, walked beside in perseverance of a process. I have contributed time, money, resources to break through to a goal.”
- “I'm not afraid to ask how decisions will impact others.”
- “Since I challenge it, I feel I come across a lot more resistant than I wish I did. Being brown, automatic assumptions are made without even saying anything. I have to be so mindful and careful with every single word I use.”

Resistant Capital



Artist

Grant Wood

Title

American Gothic

Origin

United States

Date

Made 1930

Medium

Oil on Beaver Board



Artist

Criselda Vasquez

Title

The New American Gothic

Origin

United States

Date

Made 2017

Medium

Oil on Canvas 72" x 48"

Criselda Vasquez



Vincent Perez, MPA

As the American-born daughter of two Mexican immigrants, I illustrate their plight and the plight of many in my community with my art. I want to expose the heart-breaking pain of what a Mexican immigrant's family goes through. I focus on bringing my family's world into the light and out of the shadows. My paintings are best described as visual comments on the hidden daily reality of the Mexican-American experience. These portraits and still lifes reveal my family in their own authentic environment and expose how I live in two worlds. My paintings layer the American culture over the Mexican world. I feel society needs to be aware of the humanity on the other side of the door.

“Raising a healthy family is an act of resistance”

American Legion
Native American
Filipino American
Asian Pacific American

Social Capital: networks of people and community resources.

What community relationships have nurtured you?



Social Capital

Double consciousness is a term describing the internal conflict experienced by subordinated groups in an oppressive society. It was coined by W. E. B. Du Bois with reference to African American "double consciousness," including his own, and published in the autoethnographic work, *The Souls of Black Folk*. The term originally referred to the psychological challenge of "always looking at one's self through the eyes" of a racist white society, as well as reconciling an African heritage with an upbringing in a European-dominated society. The term has since been applied to numerous situations of social inequality, notably women living in patriarchal societies:

"It is a peculiar sensation, this double-consciousness, this sense of always looking at one's self through the eyes of others, of measuring one's soul by the tape of a world that looks on in amused contempt and pity. One ever feels his two-ness,—an American, a Negro; two souls, two thoughts, two unreconciled strivings; two warring ideals in one dark body, whose dogged strength alone keeps it from being torn asunder.

The history of the American Negro is the history of this strife – this longing to attain self-conscious manhood, to merge his double self into a better and truer self. In this merging he wishes neither of the older selves to be lost. He does not wish to Africanize America, for America has too much to teach the world and Africa. He wouldn't bleach his Negro blood in a flood of white Americanism, for he knows that Negro blood has a message for the world. He simply wishes to make it possible for a man to be both a Negro and an American without being cursed and spit upon by his fellows, without having the doors of opportunity closed roughly in his face."

In Lak'ech

(I am you. You are me.)

Nehuan Ti Nehuan (I am you and you am I)

Tú eres mi otro yo

You are my other me.

Si te hago daño a ti

If I do harm to you,

Me hago daño a mí mismo

I do harm to myself;

Sí te amo y respeto

If I love and respect you,

Me amo y respeto yo

I love and respect myself.

– a Mayan inspired poem from Luis Valdez's "Pensamiento Serpentino"

On a scale of 1 to 5, how relevant and meaningful was today's learning for your work?

- 1 - Not relevant/meaning
- 2 - Somewhat relevant/meaning
- 3 - Neutral
- 4 - Very relevant/meaning
- 5 - Extremely relevant/meaning



Poll

Slides:

bit.ly/May27CLI