Expanding our Experience and Expertise: Implementing Effective Teenage Pregnancy Prevention Programs
Baltimore, MD
March 12-14, 2012
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WHEN YOU CHANGE THE WAY YOU LOOK AT THINGS, THE THINGS YOU LOOK AT CHANGE.

Dr. Wayne W. Dyer
Objectives

- Explain the importance of culture and cultural proficiency to enhance your work
- Explain four concepts of culture and how they influence cross cultural interactions
- Identify strategies to increase and promote cultural proficiency in cross cultural interactions
Cultural Competence

The state of being capable of functioning effectively in the context of cultural differences

Terry Cross
NWICWA
Video – Key Concepts

- Believe it and you’ll see it
- Recognize abundance
- Look for possibilities
- Unleash your energy to fix what’s wrong
Believe It and You Will See It

- Commit to the results you are looking for
- Find ways around obstacles
- Have high expectations
Recognize Abundance

- Acknowledge all that you have to work with
- Broaden your definition of winning
- Look for ways to work cooperatively with others
Look For Possibilities

- Focus on opportunity rather than scarcity
- Find what is working
- Keep looking for the next possible answers
Unleash Your Energy to Fix What’s Wrong

- Connect with a positive vision
- Believe that solutions exist
- Focus on what is right with the situation
One’s World View

...values, beliefs, customs and behaviors influenced by....
Culture

- Is learned
- Teaches us what to trust, respect, value and fear
- Involves customs and traditions
- Influences and guides behavior
- Unconscious or implicit
- Response/adaptation to reality
- Passed from generation to generation
Behaviors & Practices
Characteristics which are apparent to the casual observer

Interpretations
How the core values are reflected in specific situations in daily life such as working or socializing.

Core Values
Learned ideas of what is considered good or bad, desirable or undesirable, acceptable or unacceptable

Institutions of Influence
The forces which create, define, and mold a culture's core values

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Dimensions of Human Behavior

- **Universal** – refers to ways in which all people in all groups are the same.

- **Cultural** – refers to what a particular group of people have in common with each other and how they are different from every other group.

- **Personal** – describes the ways in which each of us is different from everyone else, including those in our group.
Components of Culture

- Concept of Self
- Personal VS Social Obligations
- Styles of Communication
- Concept of Time
- Locus of Control
Concept of Self

Self Identification

Group Identification
Personal VS Social Responsibility

Independent

Cooperation
Styles of Communication

Direct
Indirect

Office of Adolescent Health
Concept of Time

People Adjust to Time

Time Adjusts to People
Locus of Control

Life is what I do

Life is what happens to me
Components of Culture

- Concept of Self
- Personal VS Social Obligations
- Styles of Communication
- Concept of Time
- Locus of Control
Impact of Culture On Communication

- Incorrect assumptions about the other
- Language and communication style issues
- Biases against the unfamiliar
- Personal values in conflict
- Expectations that others will conform to established norms
Cultural Competence

- The state of being capable of functioning effectively in the context of cultural differences

Terry Cross
NWICWA
What cultural lenses do you wear?

What is the key for effective cross-cultural interactions?
Effective Cross Cultural Interactions...

- **Courage**
  - Be present
  - Take risks
  - Lower your defenses

- **Curiosity**
  - Have a flexible mind and an open heart
  - Willing to accept alternative perspectives
  - Have a desire to learn
Effective Cross Cultural Interactions...

- Creativity
  - Understands the world from others’ point of view
  - Tolerate ambiguity well
  - Use a variety of communication styles
- Compassion
  - Able to walk in somebody else’s shoes
  - Able to be kind in difficult situations
  - Able to be kind to self
“An organization’s ability to work effectively and respectively with people from diverse cultural, linguistic, and social backgrounds.”
Power of a Systems Approach

- Moves beyond cultural proficiency training for board, staff and volunteers
- Focuses on organizational components that impact cultural proficiency
- Promotes ongoing assessment and plan of recommendations for action
References

Thank you!

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Cultural Proficiency in Program Implementation

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