national
latin@
network

casa de esperanza

One Size Does Not Fit All: Serving Culturally Diverse Survivors with Disabilities.

casa de esperanza

Objectives

- Explore culture & its intersection with trauma in the context of gender based violence (GBV.)

- Examine oppression and how it impacts our responses to violence.

- Discuss trauma-informed responses to GBV.

- Provide practical tips for responding to GBV from a culturally specific/trauma informed lens.

- Apply a human rights' framework to ending GBV against all people.

Group question

- Have you provided services to survivors with disabilities that also identify as members of specific cultural groups? (i.e. Native Americans,   Latin@s, Black, Asian, Pacific Islander, etc.)

EXAMINING CULTURE

What it is and How it impacts our work

What is Culture?

- The thoughts, ideas, behavior patterns, customs, values, skills, language, arts, and faith or religion of a particular people at a given point in time
- Culture defines us as individuals; it makes us who we are
- Everyone has culture; which influences how each of us sees others

What is Culture?

- Organizations/Systems have distinct cultures that are developed by their missions and goals

- Communities have different cultures influenced by it's members, the environment, and socioeconomic conditions

- The learned and shared knowledge, beliefs and rules that people use to interpret experience and to generate social behavior.

What's your culture

- How do you identify?

- What are some of the most important values in your culture and to you personally?

- What historical events have shaped your life experiences?

What's culture got to do with it?

- Complex

- Builds Resilience

- How we see ourselves can also erode our resilience.

- How does our society influence how we see ourselves?

What About Privilege?

- Privilege: those who don't have to think about it are "privileged"
- In all cultures, contexts of privilege and access are created by certain norms against which all other sub groups are compared.

Pamela Hays' ADRESSING

Social Rank Categories	Agent Rank	Target Rank
Age	Adults (18-64)	Children, older adults
Disability		
Religion		
Ethnicity		
Social class culture		
Sexual orientation		
Indigenous heritage		
National origin		
Gender		

U.S. Culture & Privilege

- In the U.S., attributes of the dominant culture include English as a primary language, "whiteness", Christianity, physically able, male, economically resourced and heterosexual.

Why Privilege Matters?

- Privilege and access arise from having one or more of the above attributes of identity.

- Privilege includes not having to recognize own culture as norm, access to resources, connections and status.

- Privilege for one group can create the dynamics of oppression.

- Impact of institutions - our society is set up with you in mind… our institutions are set up with you in mind – but how do we respond to make sure everyone has access to Justice

Why Do We Need to Know?

- The more we know about culture, race and bias the better we can be in our work.

- Survivors' experiences of bias and oppression will affect your work with them.

- The impact of trauma on victim/survivors can affect your:
  - Investigations
  - Prosecutions
  - Services

- Incorporate oppression & trauma into your responses, investigations, prosecutions and services

Exercise

- Think of a time when you were working with someone you could not understand:
  - What happened?
  - How did you handle it?
  - What would you do differently now?
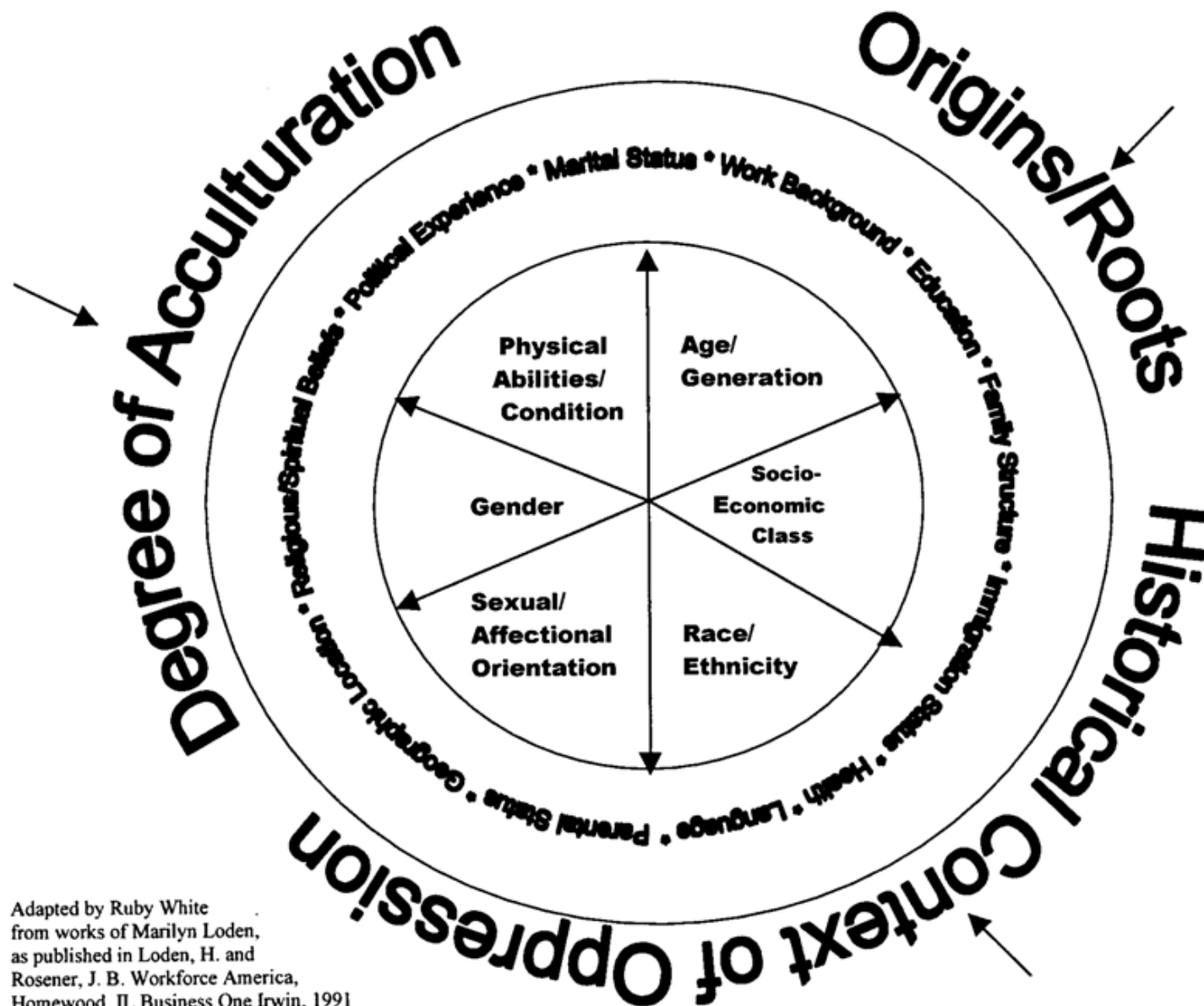
The Complexity of Culture

- Can be strength-based or deficit-focused?

- Violence and our experience of it is often interlinked with our experience of our culture.

- What we believe justice is depends on our culture and our experience.

Privilege Assessment

- Where do you have privilege?
- How can you address your privilege?

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Dimensions of Diversity

Physical Abilities/ Condition · Age/ Generation · Gender · Socio-Economic Class · Sexual/ Affectional Orientation · Race/ Ethnicity

Political Experience · Marital Status · Work Background · Education · Family Structure · Immigration Status · Health · Language · Parental Status · Geographic Location · Religious/Spiritual Beliefs

Degree of Acculturation · Origins/Roots · Historical Context of Oppression

Adapted by Ruby White from works of Marilyn Loden, as published in Loden, H. and Rosener, J. B. Workforce America, Homewood, IL. Business One Irwin, 1991

Privilege & Access

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OPPRESSION & BIAS

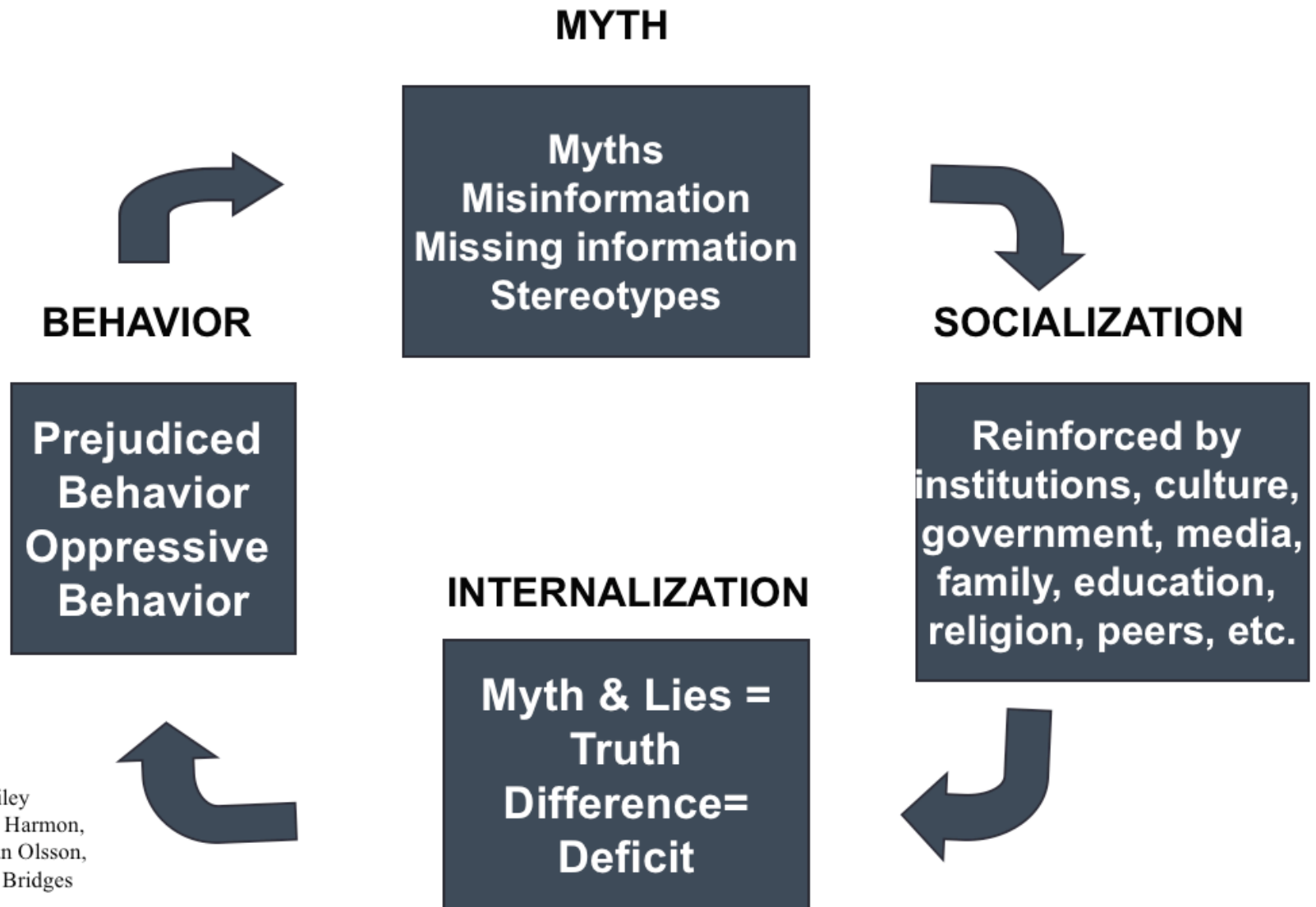What it is and why it's important

Terms

- ***Prejudice*** involves prejudging people without adequate information, without taking the time to obtain the information and develop an opinion fairly. (Involves beliefs)
- ***Stereotyping*** is a standardized mental image that is over-simplified or based on limited experience, and then generalized to a whole group. (Involves values)
- ***Discrimination*** is a behavior in which people are treated negatively because of a specific cultural or diversity characteristic (Involves behavior).
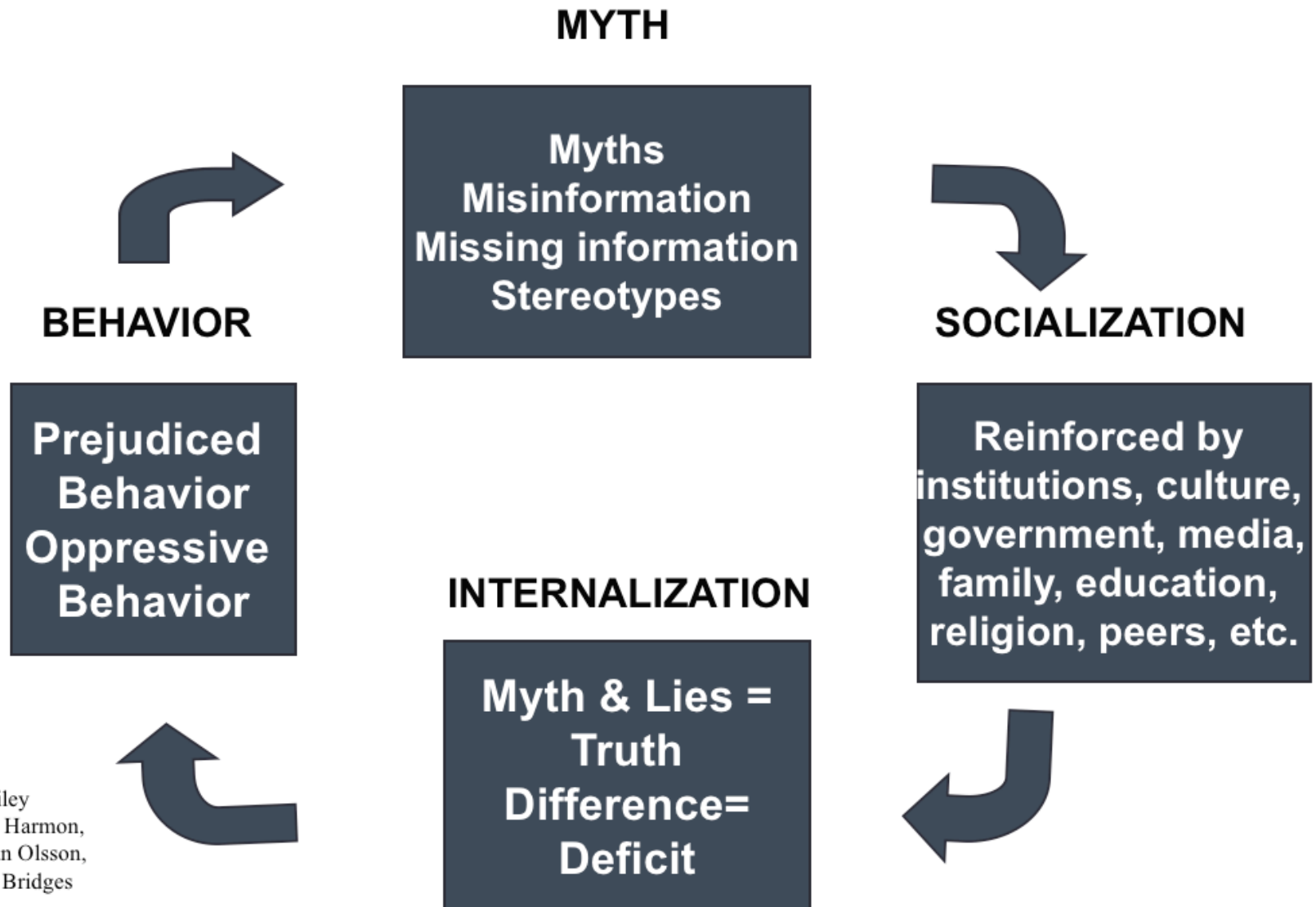
Meaning is Assigned

- When we look at behavior, we interpret other people and what is happening through our own cultural filter of what our culture tells us is happening

Cycle of Oppression

MYTH

Myths
Misinformation
Missing information
Stereotypes

BEHAVIOR

SOCIALIZATION

Prejudiced
Behavior
Oppressive
Behavior

Reinforced by
institutions, culture,
government, media,
family, education,
religion, peers, etc.

INTERNALIZATION

Myth & Lies =
Truth
Difference=
Deficit

Created by Bailey
Jackson &Rita Harmon,
adapted by Joan Olsson,
1998, Cultural Bridges

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Oppression

- Privilege + Power

- Fundamental cultural differences

Individualism & Collectivism

- Individualistic
  - The individual identifies primarily with self.
  - Individual needs are satisfied before those of the group.
  - Taking care of oneself, being self-sufficient, guarantees the well being of the group.
  - Independence and self-reliance are greatly stressed and valued.
  - Generally, tend to distance themselves psychologically and emotionally from each other.
  - May join groups, but group membership is not essential to one's identity or success.
  - Often associated with men and people in urban settings.

Individualism & Collectivism

- Collectivist
    - One's identity is in large part a function of one's membership and role in a group, e.g., the family or work team.
    - The survival and success of the group ensures the well-being of the individual, so that by considering the needs and feelings of others, one protects oneself.
    - Harmony and the interdependence of group members are stressed and valued.
    - Group members are relatively close psychologically and emotionally, but distant toward non-group members.
    - Often associated with women and people in rural settings.

EXPLORING CULTURAL "COMPETENCE"

What is Cultural "Competence"?

- About both individual and institutional practice.

- Characterized by the acceptance of and respect for differences.

- About continuous self-assessments regarding culture with special attention to and respect for the dynamics of difference.

Culture Competence Continuum

Change Mandated for Tolerance			Change Chosen for Transformation		
DESTRUCTION	**INCAPACITY**	**BLINDNESS**	**PRE-COMPETENCE**	**COMPETENCE**	**PROFICIENCY**
Eliminate differences	Demean differences	Dismiss differences	Acknowledge and start to respond to differences	Understand the difference differences make	Learn from and grow because of differences

Cultural Competence

Cultural competence does not mean knowing everything about a culture

It is instead

Respect for difference

Eagerness to learn, and

Willingness to accept that there are many ways of viewing the world

Avoids over-generalizing or characterizing cultural groups in a rigid, unidimensional, or static way

Cultural Humility

- The Process of Cultural Competence means that a person:
  - Learns to recognize and reject pre-existing beliefs about a culture,
  - Focuses on understanding information provided by individuals with the context at hand, and
  - Forgoes the temptation to classify or label persons

SPECIFIC CONCERNS FOR COMMUNITIES OF COLOR

Understanding personal & institutional bias

Intersectionality

- Coined in 1989 by Kimberle Crenshaw

- Describes experience of multiple oppressions simultaneously

- Examines how intersections between identities interact with systems of oppression; contributing to systemic injustice and social inequalities

Concerns in Communities of Color

- Different attitudes and expectations about help-seeking, problems, sharing emotional problems, treatment and best method for addressing difficulties.

- Biases in delivery of services by the criminal justice system

- Mistrust of mainstream formal systems

- The under-representation of people of color among service providers and in positions of leadership

- Formal systems that do not include relevant or alternative resources

- Number of stressors to which they are exposed

Culturally Competent Organizations

- Demonstrate knowledge and respect for cultural differences

- Have put in the work and effort to be more inclusive, understanding, thoughtful, and intentional

APPLYING IT TO YOUR WORK

Practical Tips

What This Means for Your Work

- Abuse and violence—especially interpersonal violence—can cause the development of trauma and dissociation

- Oppression can also cause trauma and dissociation and hinder resilience

- Culturally & Trauma informed responses enhance safety, credibility and access to resources

Assess Credibility with a Trauma Lens

- Look for the signs of trauma

- Adapt your investigation

  - Ask questions around the senses

  - Don't ask for logical linear telling of experience

- Help create Emotional and Physical Safety

  - Be patient

  - Listen

  - Be willing to repeat yourself

  - Connect to advocacy

Signs of Trauma?

- Flat demeanor or spacey look
- Not paying attention
- Overreacting to seemingly benign situations
- Minimizing the abuse
- Talking all over the place
- Scattered (non-linear) thinking
- Unable to remember key facts
- "Uncooperative"
- Not following-through

Adapt Program Requirements

- Reduce ability of abusers to manipulate the system, control or abuse the victim, and avoid accountability
- Allow for reasonable accommodations to ensure access to justice
- Minimize vicarious trauma
- Review rules and requirements
  - Are they necessary?
  - Are they trauma informed?
  - Are they promoting safety?
  - Do they incorporate accountability?

Collaborate with Community Groups

- Looks for community based organizations that work with survivors
- Partner with them ahead of time
- Make sure domestic violence and sexual violence advocates are involved

Guiding Principles of Trauma-Informed Interventions

- Ability to communicate with survivors

- Welcoming environment for survivors

- Egalitarian relationships

- Prevent re-traumatization

  - Prioritize safety

  - Focus on resilience

  - Recognize impact on responders

  - Hold perpetrators accountable

Culturally and Trauma-Informed Response

- Cultivate maximum flexibility

- Adapt

- Enable communication

  - Communicate at a level and pace most helpful for the survivor
  - Repeat information, provide written information and reminders when requested

- Connect survivors to advocates

- Uplift survivors' experiences & knowledge

- Promote the leadership of survivors

Develop Partnerships

- Look for those who understand
- Cultural view
- Language capacity
- Trauma
- Gender based violence knowledge
- Empowerment-based approaches
- Traditional as well as alternative healing
- Co-advocate
  - Complementing each other's work

Note: Look for Tactics of Intimidation

- Interventions are an opportunity for the abusive person to scare, traumatize and intimidate the victim
- Intimidation tactics often look like legitimate issues such as: immigration status, previous encounters with law enforcement, care of children, outing someone, alleging mental health and substance abuse

Applying a human rights' framework

- GBV and its impact on safety and wellbeing

- Flexibility

- Ongoing reflection regarding privilege (personal & institutional)

- Our task: Restoring safety and self-determination
  - Promote systems and cultures of healing

- The last girl

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Questions?

Thank you!

- Please take a moment to complete our online [survey](#) about this webinar.

- Please don't forget to tune into the next *End Abuse of People with Disabilities* webinar, **"Surviving in the Shadows: Sexual Victimization of Men with Disabilities and Deaf Men"** on December 12, 2017 at 2 pm ET. To register, click [here](#).

- Be on the lookout for an email with a Save the Date for our 2018 End Abuse of People with Disabilities webinar series!