

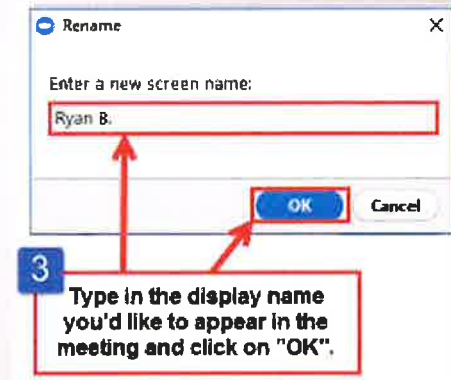


Redwood Coast Regional Center Board of Directors Training

DIVERSITY AND CULTURAL COMPETENCY

OCTOBER 9, 2021

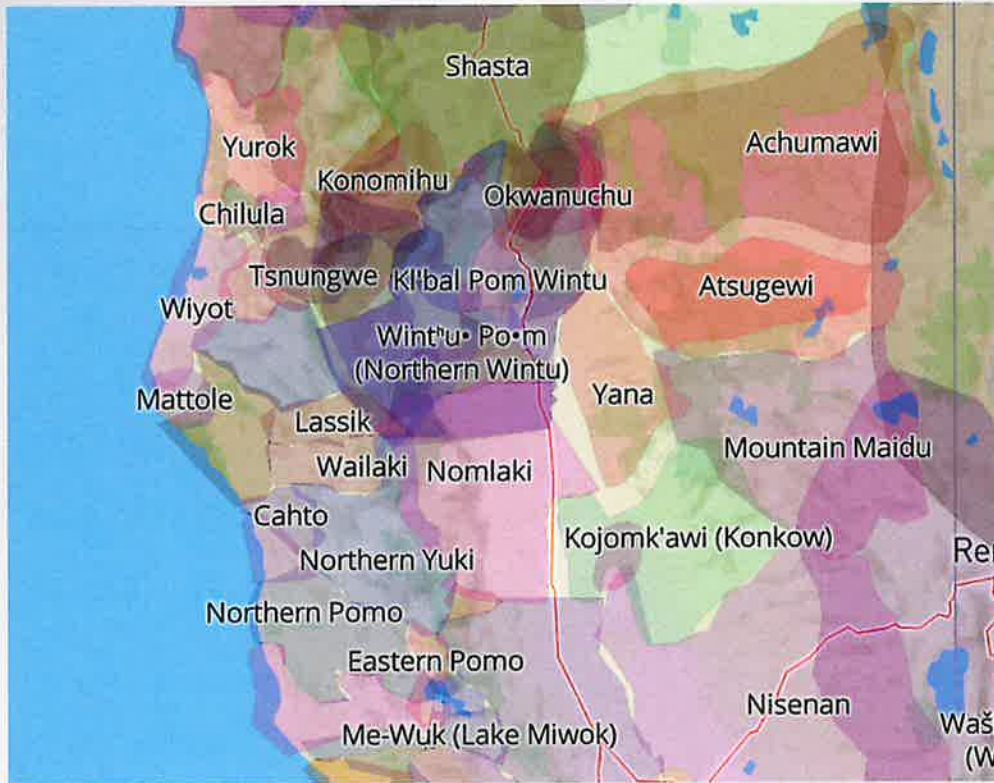
How to change your name on zoom



Land Acknowledgement

- I would like to acknowledge that the land I am on today is the un-ceded territory and traditional ancestral homeland of the Wiyot people past and present, and honor with gratitude the land itself and the Wiyot tribe. The area in which we serve spans over the ancestral homeland of the indigenous nations:
Confederated Tribes of the Siletz Indians, Cow Creek Umpqua, Confederated Tribes of the Grande Ronde, Tolowa Dee-ni', Tututni, Yurok, Hupa, Karuk, Mattole, Tolowa, Wailaki, Wiyot, Chilula, Tsnunwe, Nongati, Lassik, Cahto, Coast Yuki, Northern Yuki, Northern Pomo, Northeastern Pomo, Eastern Pomo, Me-Wuk (Lake Miwok), Southern Pomo, Graton, Kashaya and all other original inhabitants of this land.

Native-land.ca



To find out what indigenous land you are standing on

- You can text your zip code or city and state to the Text bot developed by Code for Anchorage

1-855-917-5263

or visit <https://land.codeforanchorage.org>

Objectives

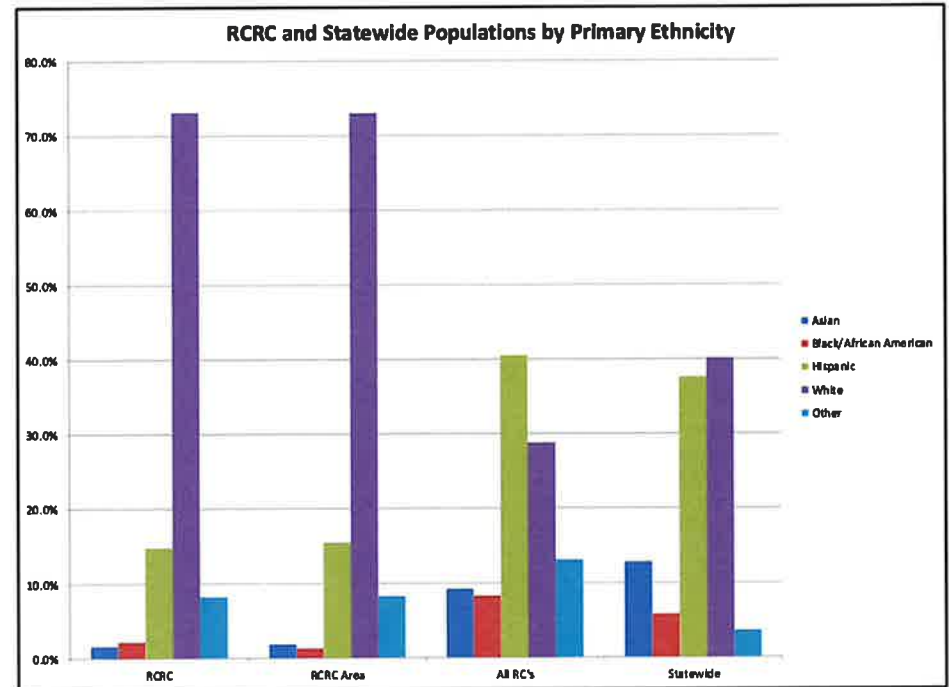
- Who is our RCRC population?
- What are possible reasons for Disparity?
- What RCRC has been doing to increase Equity?
- What is Cultural Competency?
- What are “privilege” and “implicit bias”?
- What is coming up?

Ethnicity: RCRC & CA

PRIMARY ETHNICITY OF RCRC AND STATEWIDE POPULATIONS

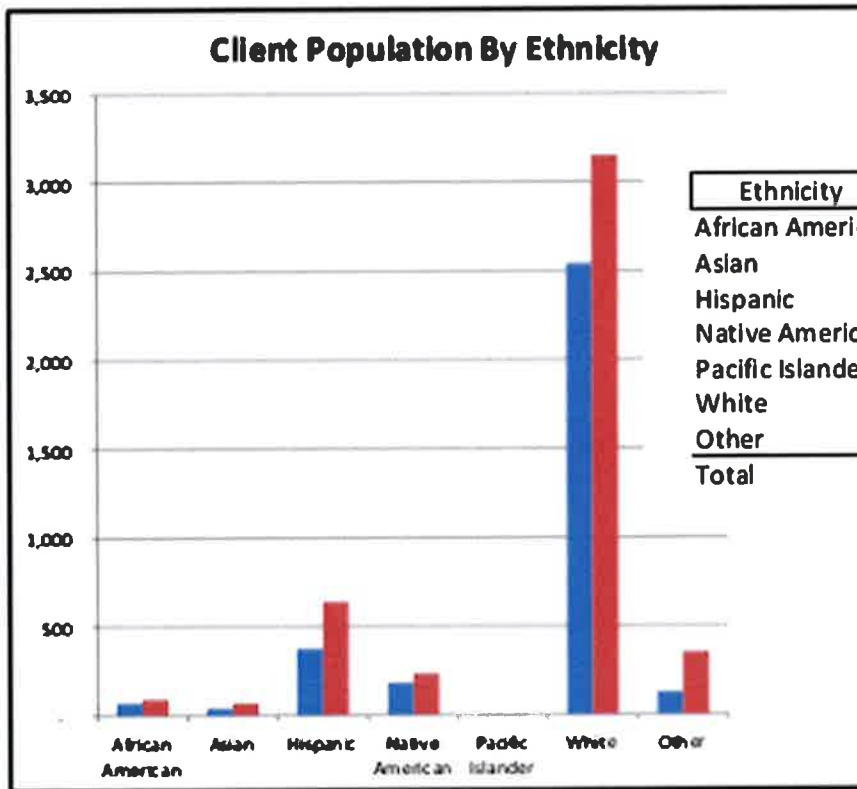
Primary Ethnicity	Population			
	RCRC	RCRC Area	All RC's	Statewide
Asian	69	5,889	37,081	4,775,070
Black/African American	94	4,090	33,411	2,163,804
Hispanic	639	48,897	163,078	14,013,719
White	3,151	230,658	115,888	14,956,253
Other	355	26,205	52,805	1,345,110
Totals	4,308	315,739	402,263	37,253,956

Primary Ethnicity	As a % of Total			
	RCRC	RCRC Area	All RC's	Statewide
Asian	1.6%	1.9%	9.2%	12.8%
Black/African American	2.2%	1.3%	8.3%	5.8%
Hispanic	14.8%	15.5%	40.5%	37.6%
White	73.1%	73.1%	28.8%	40.1%
Other	8.2%	8.3%	13.1%	3.6%
Totals	100%	100%	100%	100%



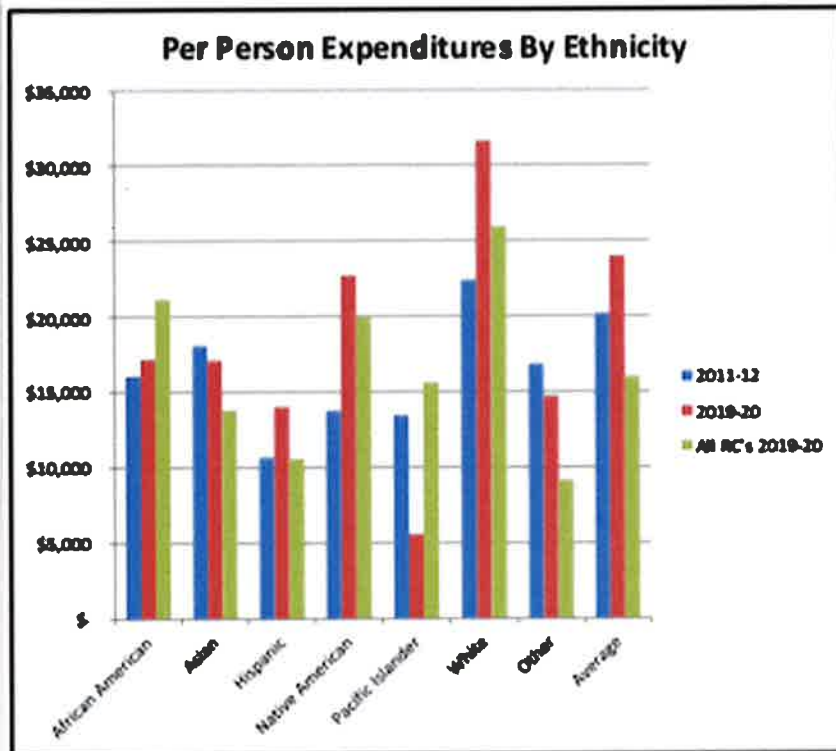
Source: RCRC FY 2019-2020 POS Expenditure Data, ARCA FY 2019-20 POS Expenditure Data & 2010 Census Data

Client Population by Ethnicity



Ethnicity	Client Population			\$ Per Person Expenditures		
	2011-12	2019-20	% Change	2011-12	2019-20	% Change
African American	74	94	27.0%	\$ 16,077	\$ 17,174	6.8%
Asian	44	69	56.8%	\$ 18,119	\$ 17,105	-5.6%
Hispanic	377	639	69.5%	\$ 10,693	\$ 14,050	31.4%
Native American	185	236	27.6%	\$ 13,783	\$ 22,727	64.9%
Pacific Islander	13	9	-30.8%	\$ 13,462	\$ 5,582	-58.5%
White	2,542	3,151	24.0%	\$ 22,433	\$ 31,650	41.1%
Other	132	355	168.9%	\$ 16,841	\$ 14,704	-12.7%
Total	3,367	4,553	35.2%	\$ 20,194	\$ 23,976	18.7%

Per Person Expenditures by Ethnicity

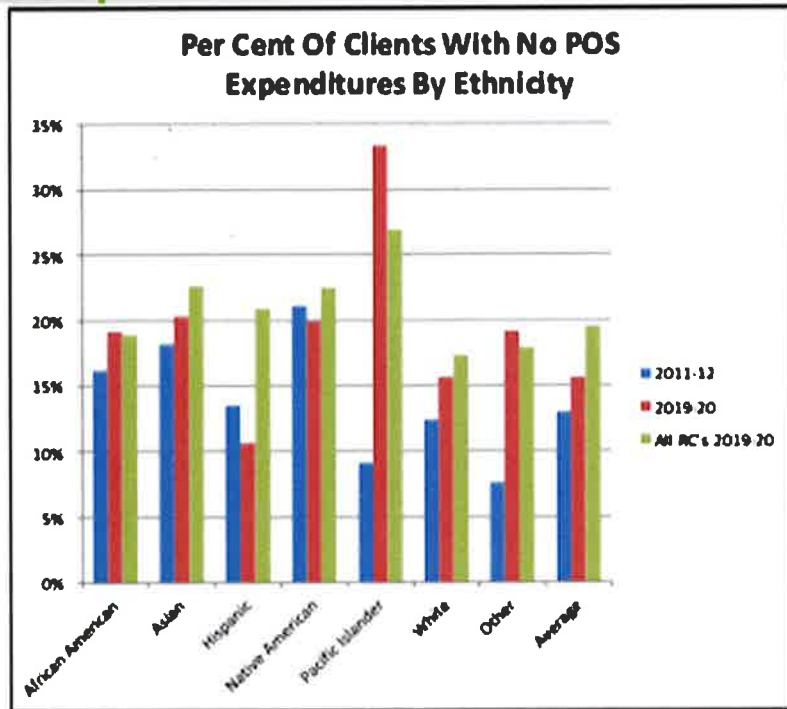


CLIENT INFORMATION BASED ON ETHNICITY

Ethnicity	Client Population			\$ Per Person Expenditures		
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Ethnicity	% Of Clients With No POS			% Utilization Rate		
	2011-12	2019-20	% Change	2011-12	2019-20	% Change
African American	16.2%	19.1%	18.2%	75.1%	54.9%	-26.9%
Asian	18.2%	20.3%	11.5%	67.3%	52.0%	-22.8%
Hispanic	13.5%	10.6%	-21.2%	66.0%	49.3%	-25.3%
Native American	21.1%	19.9%	-5.6%	77.9%	61.4%	-21.1%
Pacific Islander	9.1%	33.3%	266.3%	67.7%	47.3%	-30.1%
White	12.4%	15.6%	26.2%	75.6%	62.3%	-17.6%
Other	7.6%	19.2%	152.0%	66.2%	58.2%	-12.0%
Average	13.0%	15.6%	20.1%	74.6%	60.7%	-18.6%

No POS by Ethnicity



Ethnicity	% Of Clients With No POS			% Utilization Rate		
	2011-12	2019-20	% Change	2011-12	2019-20	% Change
African American	16.2%	19.1%	18.2%	75.1%	54.9%	-26.9%
Asian	18.2%	20.3%	11.5%	67.3%	52.0%	-22.8%
Hispanic	13.5%	10.6%	-21.2%	66.0%	49.3%	-25.3%
Native American	21.1%	19.9%	-5.6%	77.9%	61.4%	-21.1%
Pacific Islander	9.1%	33.3%	266.3%	67.7%	47.3%	-30.1%
White	12.4%	15.6%	26.2%	75.6%	62.3%	-17.6%
Other	7.6%	19.2%	152.0%	66.2%	58.2%	-12.0%
Average	13.0%	15.6%	20.1%	74.6%	60.7%	-18.6%

What are possible reasons for Disparity? (Barriers to Service)

- Stigma of having a child with a developmental disability, shame, self-blame
- Legal status and fear being deported
- Lack of trust of the “system”
- Families prefer to take care of their own
- Transportation and the cost associated with it continues to be a barrier
- Parents may feel intimidated at times, especially when interacting with the doctors during the intake process
- Lack of flexibility in scheduling services around the family’s schedule (weekends, etc.)
- Few staff who share their cultural background
- Don’t feel that RCRC services meet their needs (want weekend social groups, more qualified providers and staff, “homegrown” employees, long range consistency with staff and programs)

What has RCRC been doing to increase Equity?

New website!

Project Assistant: Dolores!

Staff travel to outreach events

Culturally and Linguistically Identified Events:
February 2021 Community Forum in Spanish,
Parent Academy in Spanish

Events with Community Based Organizations: Baile
Terapia and upcoming All Ability Walk/Run in
Fortuna, To Honor One is to Honor All Gathering
and upcoming Indigenous People's Day in Covelo



What are we doing to increase access and equity? (continued)

PPE Drive-Thrus and dropping off PPE at Family Resource Centers (photo of PPE drive thru),
Vaccine Clinic

Newsletter: Since July 23

Social Media (Facebook, Instagram, Twitter)
bilingual posts

Outreach at Farmers Markets and in Humboldt
with DHHS and Food For People



What is Cultural Competency?

- Cultural competence — loosely defined as the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own. - **In search of cultural competence** By Tori DeAngelis, American Psychological Association's Monitor on Psychology March 2015, Vol 46, No. 3
- Recognizing diversity, appreciating differences, being open to learn.

“I don’t see your disability”

- [Dave Hingsburger](#)

- [Audio \(Youtube\)](#)

- <https://www.youtube.com/watch?v=Z5gTWhCmJD0>

- [Video \(open Futures Learning\)](#)

- <https://www.openfuturelearning.org/index.cfm?fuseaction=Home.VideoPlayer&VideoID=B664EF55-EB8D-07FA-012991922723E5A8>

Why is this important in our work?

- It's Person Centered!
- Not everyone communicates in the same way – Example: Body Language, Silence
- We want people to know they are thought of as individuals, as human beings
-

TIPS ON DEVELOPING CULTURAL RESPONSIVENESS

from: How to Be Culturally Responsive
by Department of Developmental Services 1997

- **Become aware of your own cultural background**
- **Become convinced that just because someone else's customs and beliefs are different from yours, there are no right or wrong cultural beliefs.**
- **Establish personalized contact with individuals and their families.**
- **Learn about the people that you serve.**
- **Educate the community's culturally diverse leaders.**
- **Develop and use vocabulary of greetings and key phrases in the clients' primary language.**

TIPS ON DEVELOPING CULTURAL RESPONSIVENESS (continued)

- **Become educated in cultural beliefs of the people you serve.**
- **Assist consumers and families, to the extent possible, with issues other than those related to disabilities**
- **Try to accommodate the needs of individuals.**
- **Be sensitive to the person's cultural perception of disability.**
- **If you are not proficient in someone's native language, be sure to use a translator.**
- **Try to discover some commonalities of experiences.**

Cultural Knowledge related to Demonstrating Respect toward Native American/ Tribal Communities:

from: <http://tribal2011.golearn.biz/orientation/p5/index.html>

- Be willing to admit limited knowledge of tribal culture, and invite tribal members to educate you about specific cultural protocols in their community. When in doubt, ask respectfully.
- Understand that certain objects, such as feathers, beadwork, artwork, medicine bags, may be sacred, and should not be touched or discussed.
- Do not take photographs without permission.
- If you are unsure of the appropriate attire for any meeting or event, ask your tribal contacts for guidance.
- Listen and observe more than you speak. Learn to be comfortable with silences, or long pauses in conversation. In tribal communities, any interruption is considered highly disrespectful, and may undermine your credibility.
- Understand that Native Americans may convey truths or difficult messages through humor or by telling stories.
- Avoid pointing your finger, which may be interpreted as rude

What is privilege?

- Unearned advantages. That means that because some of us have privilege others are disadvantaged. White privilege is based on race, while there are other types of privilege such as socioeconomic privilege, male privilege. Basically privilege is what makes and keeps power. The following activity focuses on white privilege.
- Video: Activist **Janaya 'Future' Khan on Redefining Privilege**
<https://nowthisnews.com/videos/politics/activist-janaya-future-khan-on-redefining-privilege>

'Privilege isn't about what you've gone through; it's about what you haven't had to go through.'

Activity: Unpacking the Privilege Knapsack (1989)

- I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
- I can turn on the television or open to the front page of the paper and see people of my race widely represented.
- When I am told about our national heritage or about “civilization,” I am show that people of my color made it what it is.
- I can do well in a challenging situation without being called a credit to my race.
- . I am never asked to speak for all the people of my racial group.

Activity: Unpacking the Privilege Knapsack (continued)


- I can be pretty sure that if I ask to talk to “the person in charge,” I will be facing a person of my race.
- If a traffic cop pulls me over or if the IRS audits my tax return, I can be sure I haven’t been singled out because of my race.
- I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children’s magazine featuring people of my race.
- I can be sure that if I need legal or medical help, my race will not work against me.
- I can choose blemish cover or bandages in “flesh” color and have them more or less match my skin.

What is “implicit bias”?

- Thoughts and feelings are “implicit” if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term “implicit bias” to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge. A fairly commonplace example of this is seen in studies that show that white people will frequently associate criminality with black people without even realizing they’re doing it. - Perception Institute

Implicit Bias Activity

- Picture this person in your mind. What is their gender? Ethnicity?
- Doctor
- Nurse
- Mechanic
- Pilot
- Cook
- Chef
- Teacher
- House-keeper



A video example

- <https://www.pbs.org/video/pov-implicit-bias-peanut-butter-jelly-and-racism/>

What can we do to create more Equity?

- Implicit bias training
- Recognizing our unconscious stereotypes takes work. It's not something that can be learned in an hour! Equity trainers at Stepping Stones Diversity said 6 hours of training minimum and continued ongoing work to radically change a system.
- Recognizing our own privilege as well as our learned biases is important because it can help us work to treat each other with more respect and create a safe, respectful, welcoming environment.
- Once we are aware of inequities, privilege and implicit bias we can begin the organization work toward equity.

What is coming up?

- DDS recognizes that implicit bias training is essential.
- DDS has funding for implicit bias training for Regional Center staff and are currently working on details for the RFP

Sources:

- Perception Institute <https://perception.org/research/implicit-bias/>
- Yale Poorvu Center for Teaching and Learning: Awareness of Implicit Biases <https://poorvucenter.yale.edu/ImplicitBiasAwareness>
- Implicit or Unconscious Bias By [Charlotte Ruhl](#), published July 01, 2020
- <https://www.simplypsychology.org/implicit-bias.html>
- PBS Implicit Bias: Peanut Butter, Jelly and Racism Aired: 12/16/16
- <https://www.pbs.org/video/pov-implicit-bias-peanut-butter-jelly-and-racism/>
- White Privilege: Unpacking the Invisible Backpack by *Peggy McIntosh* 1989
- Janaya 'Future' Khan on Redefining Privilege <https://nowthisnews.com/videos/politics/activist-janaya-future-khan-on-redefining-privilege>
- Dave Hingsburger: I don't see your disability.