

KNOWLEDGE TO ACTION BRIEF

The Culturally Proficient Professional

Strategies 2.0

Significant health and well-being disparities exist among children and adults living in the United States. As such, there has been a strong emphasis on health care systems and social service agencies to focus on the importance of becoming organizationally and professionally culturally sensitive or aware. This has resulted in a variety of models and language designed to address cultural diversity in health promotion.



Cultural competency aims to help individuals “see the difference and understand the difference that difference makes” (Lindsey, Robins, & Terrell, 2003). Cultural competence plays a vital step in providing culturally sensitive and appropriate care and service, however, it is not until **cultural proficiency** is achieved that professionals can truly “work well with, respond effectively to, and [be] supportive of people in cross-cultural settings” (AAFP, 2017). **Cultural proficiency** requires individuals to not only “see our differences” but to know how to respond effectively and affirm those differences in order to provide person and family centered care (Lindsey et al., 2003).

As family strengthening professionals, a first step in becoming **culturally proficient** is recognizing “the ways in which our thoughts, perceptions, and impressions are shaped about people whose cultural backgrounds differ from our own” (Wells, 2000, p. 190). It is vital to understand, embrace, recognize, and respect the different cultures of the children, families and the communities we serve and to understand how our own biases may be directly or indirectly influencing our interactions (Nuri-Robins, Lindsey, Terrell, & Lindsey, 2005).

Take Action:

Start moving towards **cultural proficiency** today!

1. Identify the difference culture makes in health service and outcomes.
2. Begin seeing how those differences play out in your organization.
3. Sign up for Strategies 2.0 newest training “The Culturally Proficient Professional”, where you will actively engage in self-reflection while recognizing and challenging your ideas, biases, and beliefs about culture.

It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.

-Audre Lorde

Resources for additional information:

Staats, C., Capatosto, K., Wright, R.A., & Jackson, V.W. (2016). *State of science: Implicit bias review 2016*.

Lindsey, R.B., Robins, N., Terrell, R.D. (2009). *Cultural proficiency: A manual for school leaders* (3rd ed.). Thousand Oaks, CA: Corwin Press.

Jones, M.E., Cason, C.L., & Bond, M.L. (2004). Cultural attitudes, knowledge, and skills of a health workforce. *Journal of Transcultural Nursing*, 15(4), 283-290.

References:

American Academy of Family Physicians. (2017). Cultural Proficiency. Retrieved from: <http://aafp.org/patient-care/social-determinants-of-health/cultural-proficiency.html>

Lindsey, R.B., Robins, K.N., & Terrell, R.D. (2009). *Cultural proficiency: A manual for school leaders* (3rd ed.). Thousand Oaks, CA: Corwin.

Robins, K.N., Lindsey, R.B., Lindsey, D., & Terrell, R. (2005). *Culturally proficient instruction* (2nd ed.). Thousand Oaks, CA: Corwin Press.

Wells, M.I. (2000). Beyond cultural competence: A model for individual and institutional cultural development. *Journal of Community Health Nursing*, 17(4), 189-199.

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The logo for Strategies 2.0 features a stylized green leaf with an orange dot at its tip, positioned above the text "Strategies 2.0" in a blue, sans-serif font.

Strategies 2.0 is a collaborative partnership whose mission is to support the professionalization of California's family strengthening field. The Family Strengthening Field is expansive and includes, but is not limited to: OCAP network, family resource centers and family serving organizations, child abuse prevention councils, county agencies, mental/public health, probation, and law enforcement; First 5 Commissions, housing agencies, and education.

Strategies 2.0 offers training, consultation, peer learning, and other professional development opportunities both in-person and online at no cost to you. Services are designed to help organizations and individuals develop the skills, organizational structure, and collaborative relationships necessary to mitigate the risk factors of child abuse and neglect.

