



DISABILITY THROUGH A CULTURAL LENS

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PRESENTERS

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OBJECTIVES

Participants in this Learning & Reflection Forum will:

1. Define culture and cultural diversity.
2. Explore the concept of multiple cultural identities.
3. Describe the convergence of cultural contexts that impact people with disabilities and their families.
4. Discuss culturally-defined values and practices that may differ between service providers and people with disabilities and their families.
5. Reflect on the leadership implications of disability services and supports through a cultural lens.

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What is it?

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ALL ABOUT CULTURE

Culture is taught to us as soon as we are born by our parents, relatives, caretakers, and the communities in which we live.

Culture is reflected in religion, morals, customs, politics, technologies, and survival strategies of a given group.

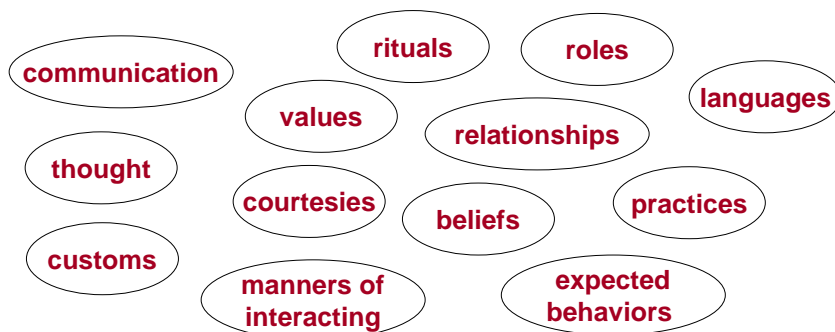
Culture affects how groups work, parent, love, marry, and understand health, mental health, wellness, illness, disability, and end of life.

Data Source: Gilbert, J., Goode, T. D., & Dunne, C. (2007). *Cultural awareness*. From the *Curricula Enhancement Module Series*. Washington, DC: National Center for Cultural Competence, Georgetown University Center for Child and Human Development.

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Culture is the learned and shared knowledge that specific groups use to generate their behavior and interpret their experience of the world. It includes but is not limited to:



Culture applies to racial, ethnic, religious, political, professional, and other social groups. It is transmitted through social and institutional traditions and norms to succeeding generations. Culture is a paradox, while many aspects remain the same, it is also dynamic, constantly changing.

Data Source: Gilbert, J. Goode, T., & Dunne, C., 2007.

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WHAT CULTURE IS NOT



Culture is NOT just one thing about you, your family, or the group with which you identify.

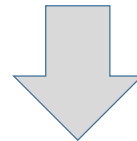
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We all have many identities.

- | | |
|----------------------|------------|
| ▪ Male | ▪ Advocate |
| ▪ Female | ▪ Teacher |
| ▪ Sexual orientation | ▪ Athlete |
| ▪ Gender identity | ▪ Artist |
| ▪ Race | ▪ Brother |
| ▪ Ethnicity | ▪ Sister |
| ▪ Age | ▪ Friend |
| ▪ Country of birth | ▪ Ally |
| ▪ Disability | ▪ Veteran |

We often call this...



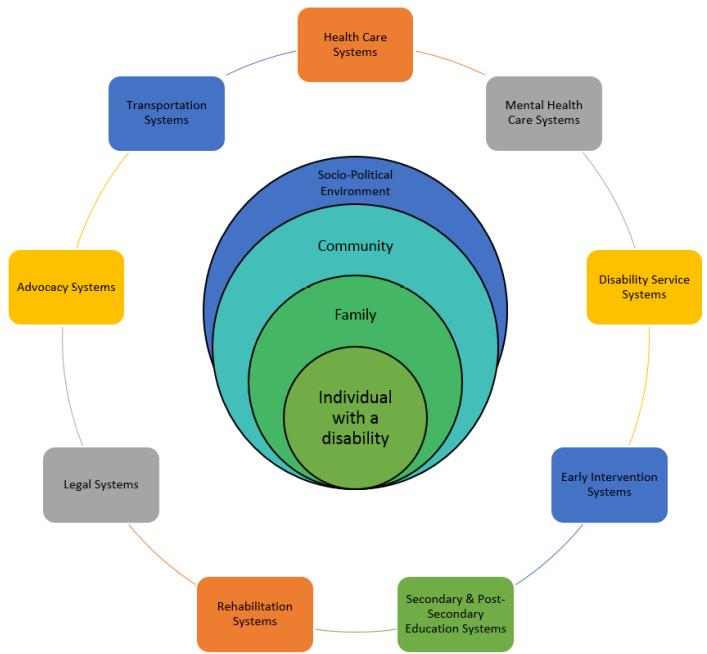
Multiple Cultural Identities



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**Convergence
of Cultural
Contexts:
A Focus on Disability**



Tawara D. Goode.
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What is cultural diversity ?

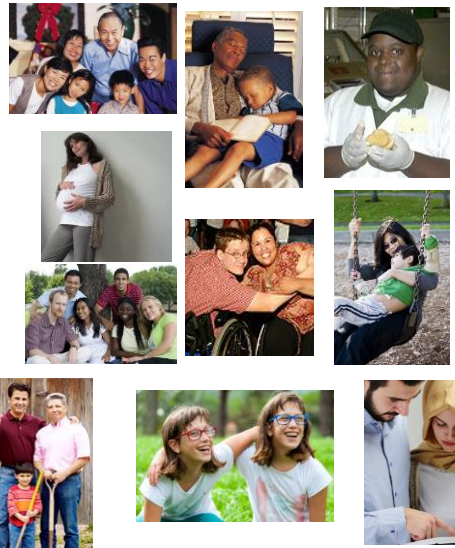


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Cultural Diversity

The term *cultural diversity* is used to describe differences in ethnic or racial classification & self-identification, tribal or clan affiliation, nationality, language, age, gender, sexual orientation, gender identity or expression, socioeconomic status, education, religion, spirituality, physical and intellectual abilities, personal appearance, and other factors that distinguish one group or individual from another.



Goode & Jackson, 2009

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The values that underpin many disability services and supports may neither be shared, accepted, nor similarly expressed by all cultural groups.



Culture influences the meaning of

- Independence
- Self-determination
- Person-centered
- Family-centered
- Advocacy
- Self-advocacy

Tawara D. Goode.

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What can happen when we do not understand cultural differences?

Between Individuals

- Misunderstandings
- Arguments
- Hurt feelings
- Stereotyping
- Hurtful biases
- Unable to advocate with and for another person
- Self-advocates feeling like they don't belong or that their culture is not being respected
- Trouble making new friends from other cultural groups



How this can affect self-advocacy groups

- Poor communication
- Unable to work well with self-advocates from culturally and linguistically diverse groups
- Low membership and participation of culturally and linguistically diverse groups
- Difficulty meeting the self-advocacy interests and needs of underserved people with disabilities
- Difficult to meet the goals and objectives of the new Self-Advocacy Resource Center

Tawara D. Goode.

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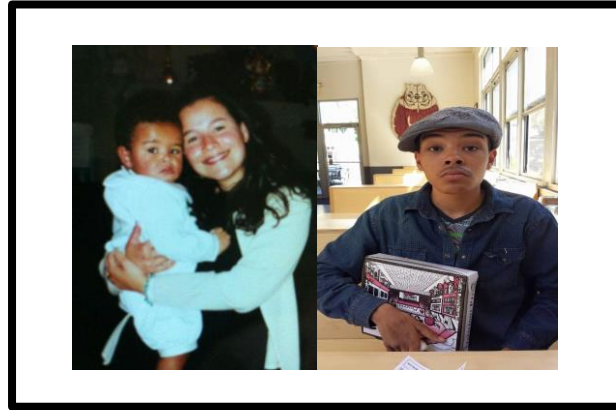
BRENDA LIZ SHARES HER PERSONAL NARRATIVE ABOUT CULTURE, MOTHERHOOD, AND DISABILITY



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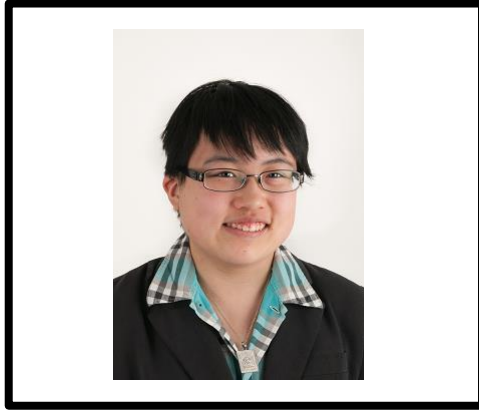
CHAQUETA OFFERS HER CULTURAL PERSPECTIVES AS AN AFRICAN AMERICAN WOMAN & SELF-ADVOCATE



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LYDIA DISCUSSES HER VIEWS AS AN AUTISTIC
WITH MULTIPLE CULTURAL IDENTITIES



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WENDY DESCRIBES HOW THE SOUTH DAKOTA UCEDD USES THE LENS OF
CULTURE TO GUIDE SERVICES AND SUPPORTS IN TRIBAL COMMUNITIES



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REFLECTIONS: DISABILITY THROUGH A CULTURAL LENS



Five Practices of Exemplary Leadership Leadership Practices Inventory	Implications for Leadership
Model the way	Demonstrate by words and deeds an understanding that disability is only one aspect of a person's cultural identity.
Inspire a shared vision	Bring key stakeholders together to envision disability services and supports through the lens of culture.
Challenge the process	Review approaches to services and supports to examine the extent to which diverse cultural beliefs and practices are recognized, respected, and addressed.
Enable others to act	Create spaces to share and explore similarities and differences in cultural views of the experience of disability
Encourage the heart	Acknowledge and accept we all make "cultural mistakes." Accept responsibility, learn, and grow from them.

Tawara D. Goode.



"Not everything that is faced can be changed,
but nothing can be changed until it is faced."

James Baldwin
(1924-1987)

American Essayist, Playwright, Novelist



*Achieving cultural and linguistic competence requires
organizational change. It will also require knowledgeable and
skilled leaders to orchestrate this change.*

CONTACT US



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