



Exploring Intersectionality and Multiple Cultural Identities within Developmental and other Disabilities

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OBJECTIVES

Participants will:

1. Examine the components of Crenshaw's conceptualization of intersectionality and their relevance for people who experience intellectual and developmental disabilities.
2. Examine the concept of multiple cultural identities and the implications for people who experience intellectual and developmental disabilities.
3. Delineate the leadership implications of intersectionality and multiple cultural identities for those leading cultural diversity and cultural and linguistic competence within their respective settings.

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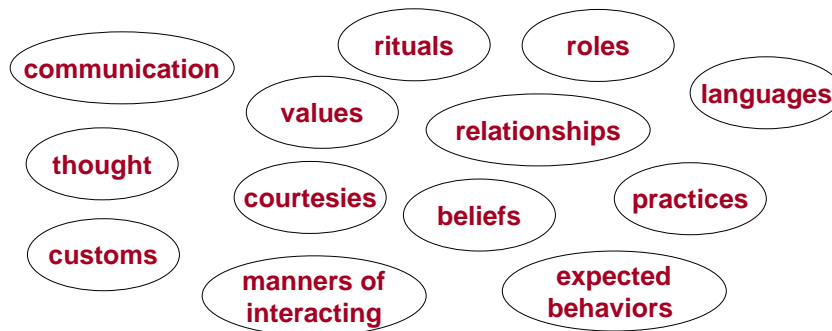
Let's review the
meaning of



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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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Culture ...

- is applicable to all peoples
- is value laden & rooted in belief systems
- is active & dynamic
- is multilayered & multidimensional
- exists at conscious & unconscious levels
- is often viewed as thick, thin, or compartmentalized
- provides group member identity
- structures perceptions & shapes behaviors
- varies in expression both among and between
 - individual group members
- permeates every aspect of life



Goode, T. & Jones, W. Cultural Influences on Child Development: The Middle Years. In T. Gullotta T. & G. Blau (Eds.) *Family Influences on Childhood Behavior and Development: Evidence-based Approaches to Prevention and Treatment Approaches*. New York: Routledge, Taylor & Francis Group, 2008.

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CULTURE IS ...

Comprised of beliefs about reality, how people should interact with each other, what they know about the world, and how they should respond to the social and material environments in which they find themselves.

Reflected in religion, morals, customs, politics, technologies, and survival strategies of a given group. It 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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What the literature is telling us about these concepts



What are multiple cultural identities?



What is intersectionality?

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What the literature is telling us about cultural identity



“The concept of cultural identity refers to familial and cultural dimensions of a person’s identity, and how others perceive him or her, i.e., factors that are salient to a person’s identity both as perceived by the individual and how others perceive the person’s identity.”¹



A number of scholars have highlighted the dynamic nature of cultural identification, and how it is subject to change over different phases of life as one reconciles ones multiple roles.²



¹Ibrahim, F.A., & Heuer, J.R. (2016). Culture and Social Justice Counseling. Client Specific Interventions. Switzerland: Springer International Publishing. p. 15

²Giguère B., Lalonde R., Lou E. (2010). Living at the crossroads of cultural worlds: the experience of normative conflicts by second generation immigrant youth. Soc. Pers. Psychol. Compass 3, 1–16



What the literature is telling us about cultural identity

The Cross model provides insight that:

- Identity is influenced by positive or negative experiences in a social setting, especially for marginalized individuals, identity can get facilitated, or compromised;
- It is possible for identity to evolve to higher levels of functioning in spite of challenging life experiences; and
- The social construction of race, and the history of slavery, segregation, exclusion, and the negative sociopolitical history of a nation can negatively influence identity development with race-related trauma and stress over several generations.



Cross, W. E., Jr. (1978); Ibrahim & Ohnishi, 2001 ; Pascoe & Smart Richman, 2009 ; Shin, 2015. As cited in: Ibrahim, F.A., & Heuer, J.R. (2016). Culture and Social Justice Counseling. Client Specific Interventions. Switzerland: Springer International Publishing. p. 15





What the literature is telling us about cultural identity

Ibrahim anchors cultural identity within a person's primary cultural context, and it includes:

- ethnicity,
- gender and gender identity,
- spiritual assumptions,
- age and life stage,
- ability and disability status,
- family,
- community, and
- nation.



Culture influences all these dimensions however; the effect varies across various dimensions, including life experiences and time.”

Ibrahim, F. A. (1993). Existential worldview theory: Transcultural counseling. In J. McFadden (Ed.), *Transcultural counseling: Bilateral and international perspectives* (pp. 23–58). Alexandria, VA: ACA Press.



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POLLING QUESTION

Does your organization collect data on cultural identity beyond race and ethnicity?

Yes

No

Don't Know



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What the literature is telling us about multiple cultural identity

An individual who has been exposed to and has learned more than one culture is a multicultural person, but only when this individual expresses an attachment with and loyalty to these cultures can we say that the individual has a multicultural identity.

Nguyen, A.M. & Benet-Martínez, V. (2017). Multicultural Identity: What It Is and Why It Matters. In R. Crisp (Ed.), *The psychology of social and cultural diversity*. Hoboken, NJ: Wiley-Blackwell.

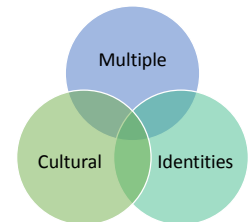
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MULTIPLE CULTURAL IDENTITIES

The extant literature indicates that we as human beings have multiple cultural identities that can be grouped as follows.

- Categorization – people identify with one of their cultural groups over others
- Compartmentalization – individuals maintain multiple, separate identities within themselves
- Integration – people link their multiple cultural identities



Data Sources:

Seth J.J. Schwartz, Koen Luyckx, and Vivian L.K. Vignoles (Eds.) *Handbook of Identity Theory and Research*. Springer. 2001.

Verónica Benet-Martínez and Ying-yi Hong (Eds.) *The Oxford Handbook of Multicultural Identity*. Oxford University Press. 2014.

Chao, G.T., & Moon, H. The Cultural Mosaic: A Metatheory for Understanding the Complexity of Culture. *Journal of Applied Psychology* 2005, Vol. 90, No. 6, 1128–1140

Yampolsky MA, Amiot CE, & de la Sablonnière, R. (2013). Multicultural identity integration and well-being: a qualitative exploration of variations in narrative coherence and multicultural identification. *Front. Psychol.* 4:126. doi: 10.3389/fpsyg. 2013.00126

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What the literature is telling us about multiple cultural identity

- Multicultural people often need to navigate the different norms and values associated with their multiple cultural identities.
- More and more people are in a position where they need to negotiate the different cultural identities that are derived from their own belonging to different cultural groups.
- People who belong to more than one cultural group must navigate the diverse norms and values from each of their cultural affiliations. Faced with such diversity, multicultural individuals need to manage and organize their different and possibly clashing cultural identities within their general sense of self.

Yampolsky, M., Aminot, C., & de la Sablonnière, R. (2013). Multicultural identity integration and wellbeing: a qualitative exploration of variations in narrative coherence and multicultural identification. *Frontiers in Psychology*, Vol. 4, Article 126. pp. 1 – 15.

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VIEWS ON DISABILITY IDENTITY

The population of people who experience disability is extraordinarily diverse and, therefore, the idea of a common disability identity isolates disability artificially from intersecting identities related to race, gender, sexuality, class, age, and other axes of social significance.



SOURCE: Gill, C. & Cross, W. (2010). Disability Identity and Racial-Cultural Identity Development: Points of Convergence, Divergence and Interplay. In F. Balcazar, Y. Suarez-Balcazar, T. Taylor-Ritzler, & C. Keys (Eds.), *Race, Culture, and Disability: Rehabilitation Science and Practice*. Sudbury, MA: Jones and Bartlett Publishers. P. 43.

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RACIAL IDENTITY vs. DISABILITY IDENTITY

- There is no simple relationship between race and disability.
- Some people of color with disabilities have prioritized their identification and affiliation with persons who share their cultural/racial heritage and have had little contact with disability groups.
- They tend to see disability in terms of limitation rather than identity.(p.46)



SOURCE: Gill, C. & Cross, W. (2010). Disability Identity and Racial-Cultural Identity Development: Points of Convergence, Divergence and Interplay. In F. Balcazar, Y. Suarez-Balcazar, T. Taylor-Ritzler, & C. Keys (Eds.), *Race, Culture, and Disability: Rehabilitation Science and Practice*. Sudbury, MA: Jones and Bartlett Publishers

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RACIAL IDENTITY vs. DISABILITY IDENTITY

- Some people of color have substantial contact with disability groups.
- They are more likely to identify as being “disabled” and to reference parallels between race and disability.
- Some say that their experiences of race-based oppression have prepared them to understand disability as a social minority experience. This suggests intersectional expressions of identify. (p.46)



SOURCE: Gill, C. & Cross, W. (2010). Disability Identity and Racial-Cultural Identity Development: Points of Convergence, Divergence and Interplay. In F. Balcazar, Y. Suarez-Balcazar, T. Taylor-Ritzler, & C. Keys (Eds.), *Race, Culture, and Disability: Rehabilitation Science and Practice*. Sudbury, MA: Jones and Bartlett Publishers

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What the is literature telling us about multiple cultural identity

College students with disabilities who are lesbian, gay, bisexual, or transgender (LGBT) represent diverse cultural minorities with multiple service needs involving disabilities, identities, and adjustment strategies. These students are usually accommodated in the college environment because of their disability while simultaneously marginalized based on their sexual orientation.



Harley, D. A., Nowak, T. M., Gassaway, L. J., & Savage, T. A. (2002). Lesbian, gay, bisexual and transgender college students with disabilities: A look at multiple cultural minorities. *Psychology in the Schools*, 39(5), 525-538.

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Intersectionality

Kimberlé Crenshaw used intersectionality to describe overlapping or intersecting social identities and related systems of oppression, domination, or discrimination specially focused on Black women.

Since this time, the concept of intersectionality has strayed from its feminist, legal, civil rights advocacy, and race theory roots. Intersectionality is currently being embraced by many in academia and human services, including within the network of individuals and organizations concerned with developmental and other disabilities.

Crenshaw, K. (1991). Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color. *Stanford Law Review*, Vol. 43, No. 6 (Jul., 1991), pp. 1241-1299.

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POLLING QUESTION

How often does your organization integrate concepts of multiple cultural identity and intersectionality, as defined during this forum, in its activities and practices?

- Almost always
- To a considerable degree
- Occasionally
- Seldom

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MEET OUR PANELISTS



Andy Arias



Lydia X.Y. Brown



Angel Love Miles

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Can you share with us how the elements of Crenshaw's conceptualization of intersectionality apply to you and your own identities (e.g. systems of oppression, domination, or discrimination based on race/ethnicity)?

Andy



Lydia



Angel



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What have been your experiences as a individual living at the intersection of race, ethnicity, disability, gender, sexual orientation, LGBTQ identity? How often do people with whom you interact only see one of your identities?

Lydia



Angel



Andy



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What recommendations do you have to those who provide services and supports, teach, develop policy, and advocate with and on behalf of individuals with developmental and other disabilities to address intersectionality?

Angel



Andy



Lydia



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**MULTIPLE CULTURAL IDENTITIES & INTERSECTIONALITY:
IN DEVELOPMENTAL AND OTHER DISABILITIES**

What is the role of the leader?



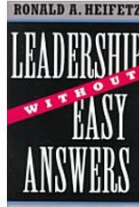
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Differentiating Technical and Adaptive Work

TECHNICAL WORK

- Perspectives are aligned
- Definition of the problem is clear
- Solution to and implementation to address the problem is clear
- Primary responsibility for organizing the work lies with the formal or appointed leader



ADAPTIVE WORK

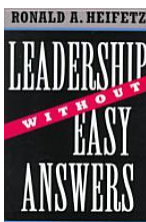
- Legitimate yet competing perspectives
- Definition of the problem is unclear
- Solution and implementation require learning
- Primary locus of responsibility is not the formal or appointed leader

Reference: Heifetz, R.A. (1994). *Leadership Without Easy Answers*. Cambridge, MA: The Belknap Press of Harvard University Press

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Cultural & Linguistic Competence within the Context of Personal and Organizational Change



technical challenge
vs.
adaptive challenge

Does making progress require changes in people's values, attitudes, and behaviors?



Reference: Heifetz, R.A. (1994). *Leadership Without Easy Answers*. Cambridge, MA: The Belknap Press of Harvard University Press

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MULTIPLE CULTURAL IDENTITIES & INTERSECTIONALITY: IN DEVELOPMENTAL AND OTHER DISABILITIES

What is the role of
the leader?



- Model the way
- Inspire a shared vision
- Challenge the process
- Enable others to act
- Encourage the heart

Five Practices of Exemplary Leadership ♦ Leadership Practices Inventory

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