
Culturally Competent Mental Health Services for Students

About the Presenter

- Counselor for the American Youth Foundation
- Dean of Students for Minnesota Transition Schools
- Program Facilitator for a level 4 EBD middle school program
- District Mobile Response Team Therapist
- Restorative Practice Coordinator, trainer and consultant
- Crisis Prevention & Intervention training
- Staff Development Assessment Specialist for Osseo Area Schools

Outcomes

- Define Perspective & Culture
- Explore the concepts of cultural competence, humility and responsiveness
- Review strategies for culturally competent mental health services for students
- Explore what culturally competent mental health look like

Perspectives

- Describe the picture
- What do you see?
- What is happening?

Discuss with your table partner
and be prepared to report out.



Culture

Culture is an umbrella term which includes the social behavior and norms found in human societies, as well as the knowledge, beliefs, arts, laws, customs, capabilities, and habits of the individuals in these groups.

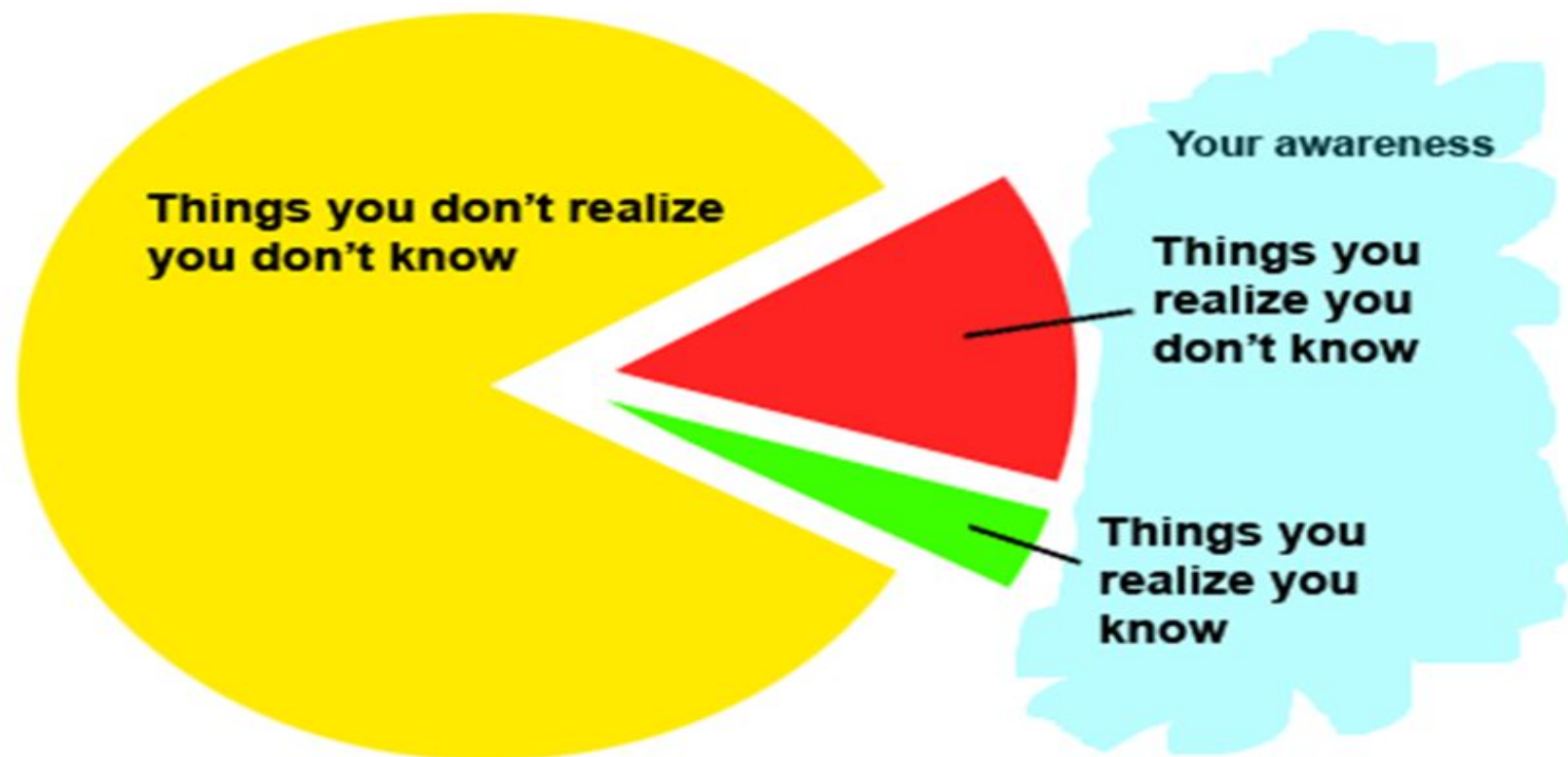
Culture is key to how we make meaning of our experiences and how we communicate what we are experiencing. (verbal and nonverbal)



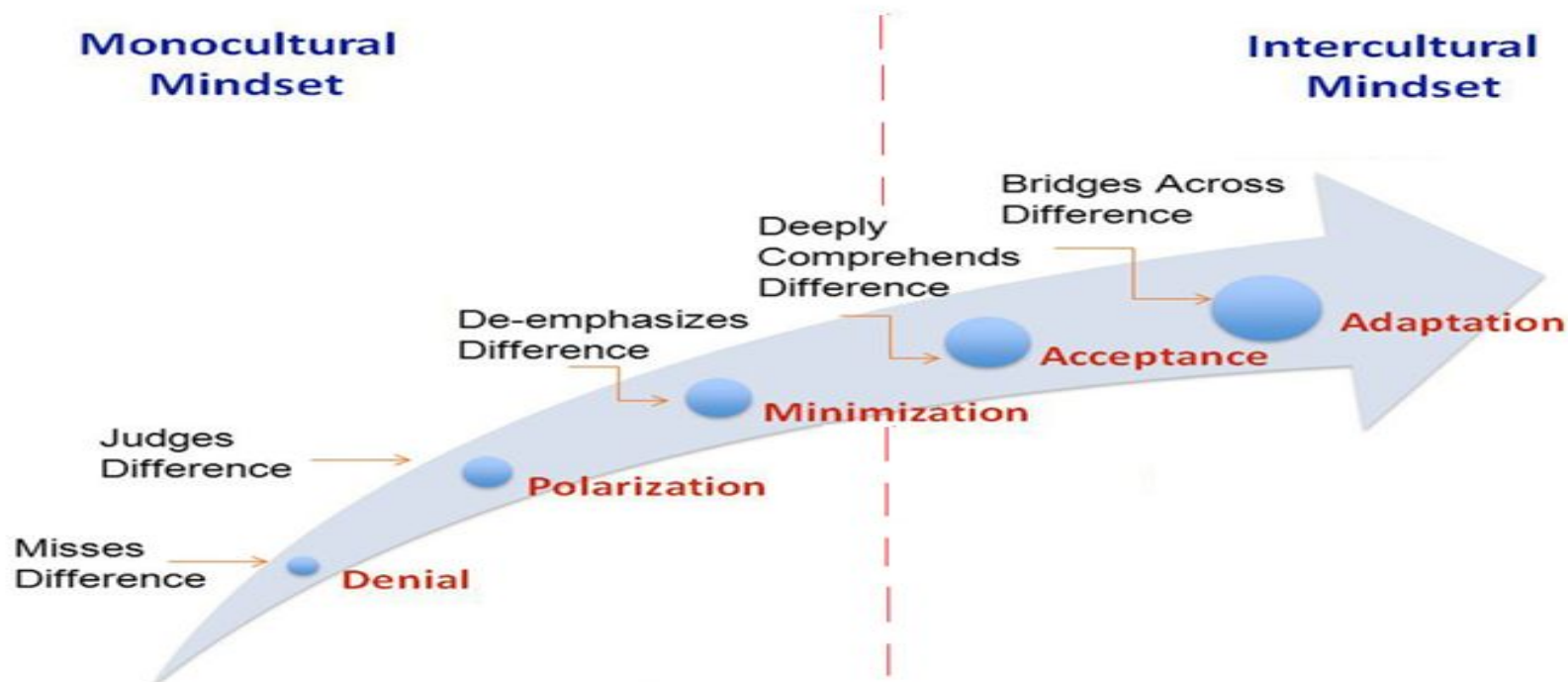
Other Aspects of Culture

- Physical appearance, height, weight etc.
- Adoptive, non-biological, same gender etc.
- Your definition of “family”
- Rural/Urban/Suburban
- Type of school attended
- Military
- Part of the country you’re from
- Preferred communication style

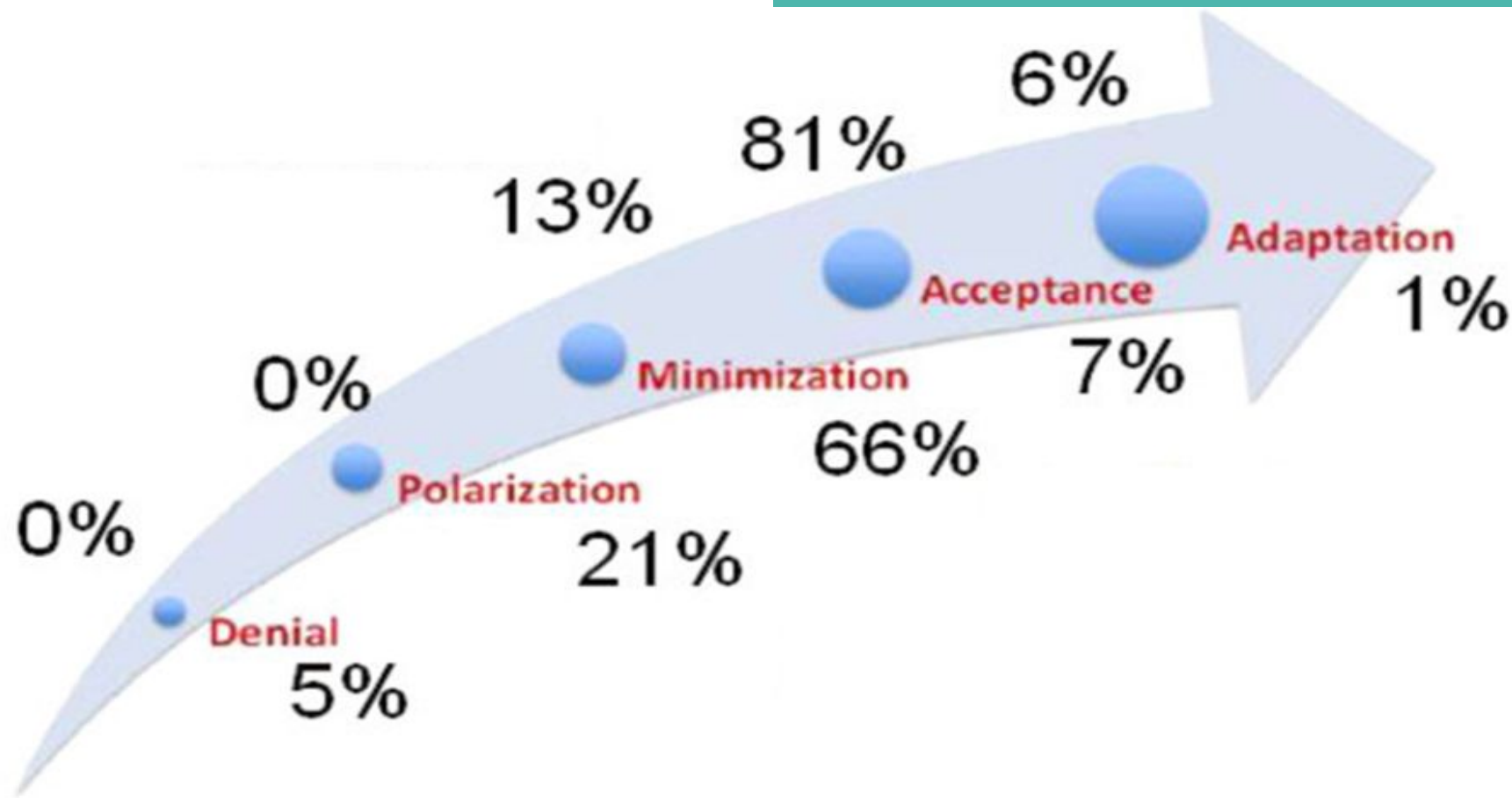
Body of all possible knowledge




Intercultural Development Continuum



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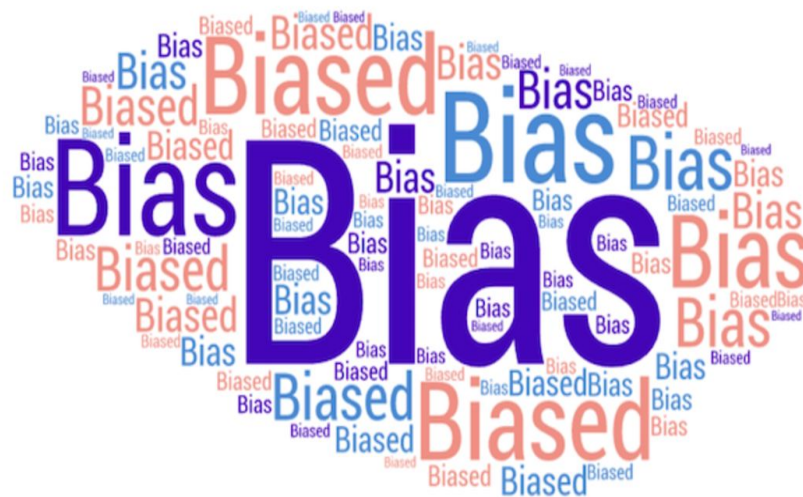
The background is an abstract, painterly texture in shades of green and blue. It features vertical streaks and horizontal brushstrokes, giving it a sense of depth and movement. The colors range from a deep teal at the bottom to a vibrant lime green at the top.

We don't see things
as they are,
we see them
as we are.

- Anaïs Nin

The Nature of Bias

- A bias is a tendency, inclination, or to prejudice someone or something.
- Biases can be positive and helpful, for e.g., staying away from someone who has knowingly caused harm.
- These cognitive shortcuts can result in prejudgments that lead to rash decisions or discriminatory practices.

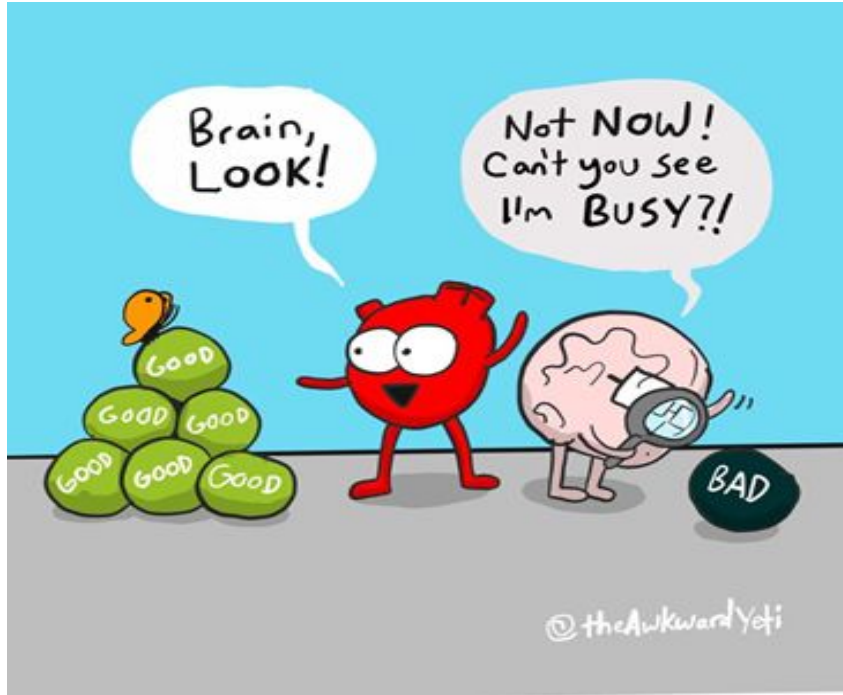


Similarity Bias

Giving special, positive attention and judgments to those who remind us of ourselves



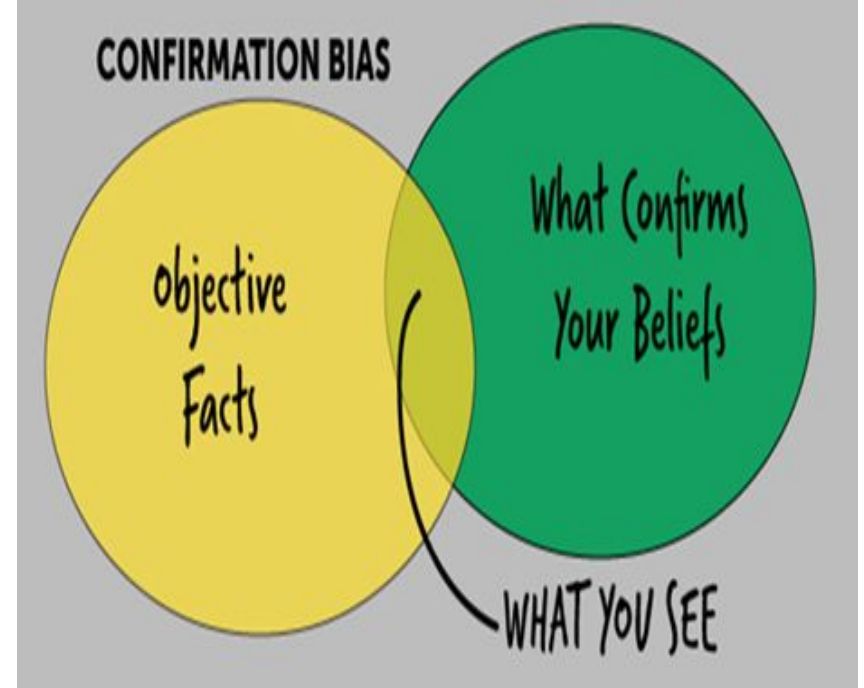
Negativity Bias



When presented with information about a situation, some of which is positive and some of which is negative, we are prone to give more attention to the negative information.

Confirmation Bias

Unknowingly paying attention to only a portion of the information available to you



[illegible]

A word cloud centered around the theme of 'Mindset' and 'Theory'. The words are arranged in a horizontal, cloud-like shape. The most prominent words are 'MINDSET', 'THEORY', 'GROWTH', 'INDIVIDUALS', 'FIXED', 'COLLECTIVE', 'EXAMPLE', 'MIND', 'MINDSETS', 'ENTREPRENEURIAL', 'FAILURE', 'PEOPLE', 'WAR', 'DEVELOP', 'CITATION', 'DEFENSIVE', 'GROUPS', 'SET', 'HARD', 'CONTINUE', 'JOB', 'CHOICES', 'LEAD', 'GIVEN', 'DWECK', 'CONSIDER', 'KNOWLEDGE', 'LEARNING', 'MILITARY', 'INDIANS', 'TWO', 'PERFORMANCE', 'ABILITIES', 'REASONING', 'ABILITY', 'PERSON'S', 'MEANT', 'POWER', 'WORK', 'ACCORDING', 'BASED', 'STUDENTS', 'PHENOMENON', 'ORGANIZATIONS', 'PHILOSOPHY', 'TALENTS', 'LIFE-PLAN', 'MADE', 'COUNTRY', 'BASIC', 'NEEDED', 'SINCE', 'PREVENT', 'COMMUNICATION', 'THREATS', 'CHALLENGE', 'DECISION', 'DESCRIBED', 'MODERN', 'PARTY', 'LOOK', 'COLD', 'LIKELY', 'POSSESS', 'LIFE', 'WHOLE', 'INFORMATION', 'MUCH', 'ASSUMPTIONS'.

Growth Mindset

Growth Mindset -

- Intelligence can grow with time and experience
- Effort impacts success
- Takes risks and makes mistakes

Fixed Mindset

- Qualities are fixed
- Intelligence and talents declared
- Talent alone leads to success

GROWTH MINDSET



Growth Mindset

“In a growth mindset we understand and accept that there is always room to grow. No one can fully master all aspects of cultural competency for all cultural identifiers, and mistakes are inevitable”

“Mistakes are also seen as opportunities for repair, commitment to learning, and building understanding”

~Rosetta Eun Ryong Lee

Growth Mindset

I don't feel safe.

If we talk about it,
things might get
worse.

**Some
Challenges**



I am uncomfortable;
I must be learning
a lot.

Not talking about it
will result in status
quo, and status quo
is not an option.

Cultural Humility

The National Institutes of Health (NIH) defines cultural humility as “a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities.”



Cultural Humility



Questions about Cultural Humility video

1. What squared with you?
2. What's still circling for you?



Norms and values for a culturally humility in a mental health practices



Values & norms for providing culturally humble mental health services

VALUES

- Multiculturalism
- Strong customer service
- Focus on excellence in service
- PD in Cultural Competence

NORMS

- Empathy
- Respect
- Accountability
- Privacy
- Curiosity



Multiculturalism

Actively resist centering white norms as the default in practice and approach.

Engage in difficult but necessary conversations about the impact of race and culture.

Emphasizes the communal, historical and political context when considering how to approach working with students.



Strong Customer Service



- Center the impact of mental illness and on the marginalization of students of color in your practices.
- Embrace the perspective that student centered work put students first.
- Seek to treat students as if it is a privilege to serve them.

Focus on excellence in services

Provide the high quality of services, in consideration of serving marginalized and underserved student populations.



PD in Cultural Competence

Encourage, advocate for and promote incentives for specialized training among colleagues.

Strive to ensure that therapists' strengths, personalities, approach and specialties matches the student.





Empathy

The humanity of the student comes first before all else.



Accountability



Acknowledge when you've made mistakes particular with assumptions about the student.

Respect



- Provide high regard to the feelings, ideas, perspectives and traditions of students.
- Respect can be culture bound and subjective, therefore, taking the time to understand what respect means to a student is important.

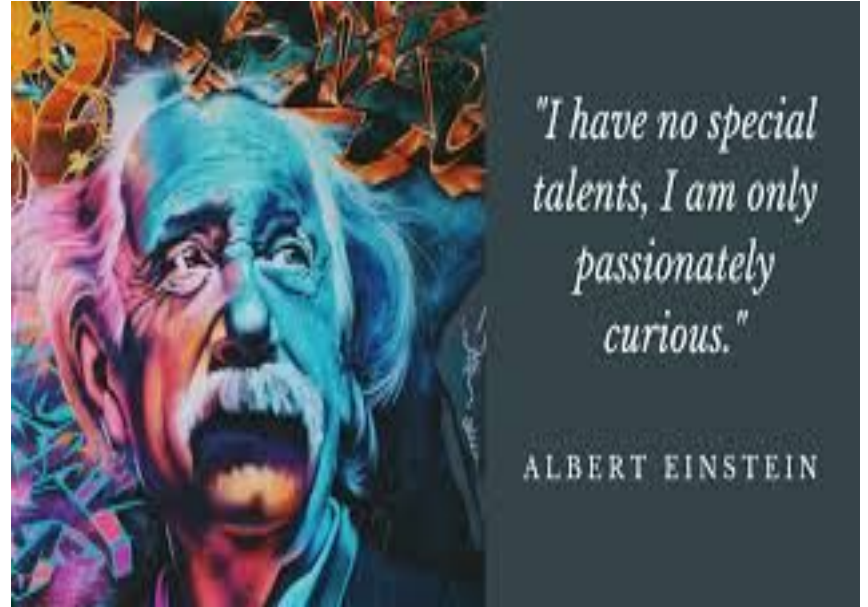
Privacy



Safeguard against the temptation to gossip by only sharing information that we have been given consent.

Curiosity

Seek a healthy sense of curiosity instead of a rigid stances with diagnostic and assessment.



Summary

- Explored what it means to have a perspective
- Defined culture
- Evaluated the need for cultural perspective of service providers
- Nature of bias and some variations
- Discussed cultural humility as a primary intervention
- Examined general interventions for culturally competent mental health services for students
- Examined some culturally sensitive norms and values for mental health service providers

Question/Comments

1. What squared with you?
2. What's still circling for you?

