Assessing and Integrating Culturally Inclusive Practices within Lifespan Positive Behavior Support (PBS) Settings

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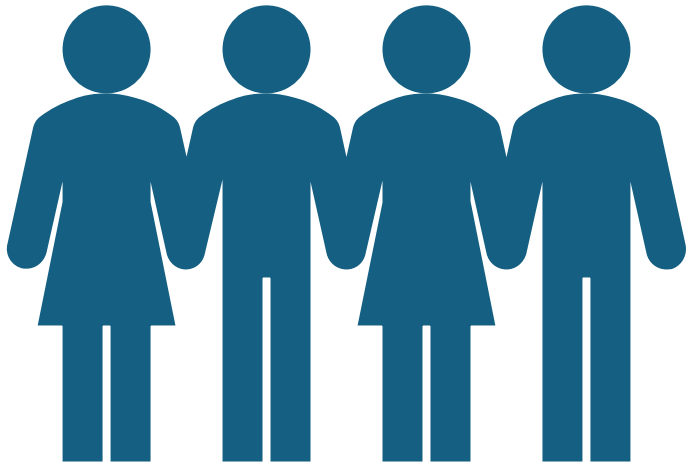
Purpose of Session

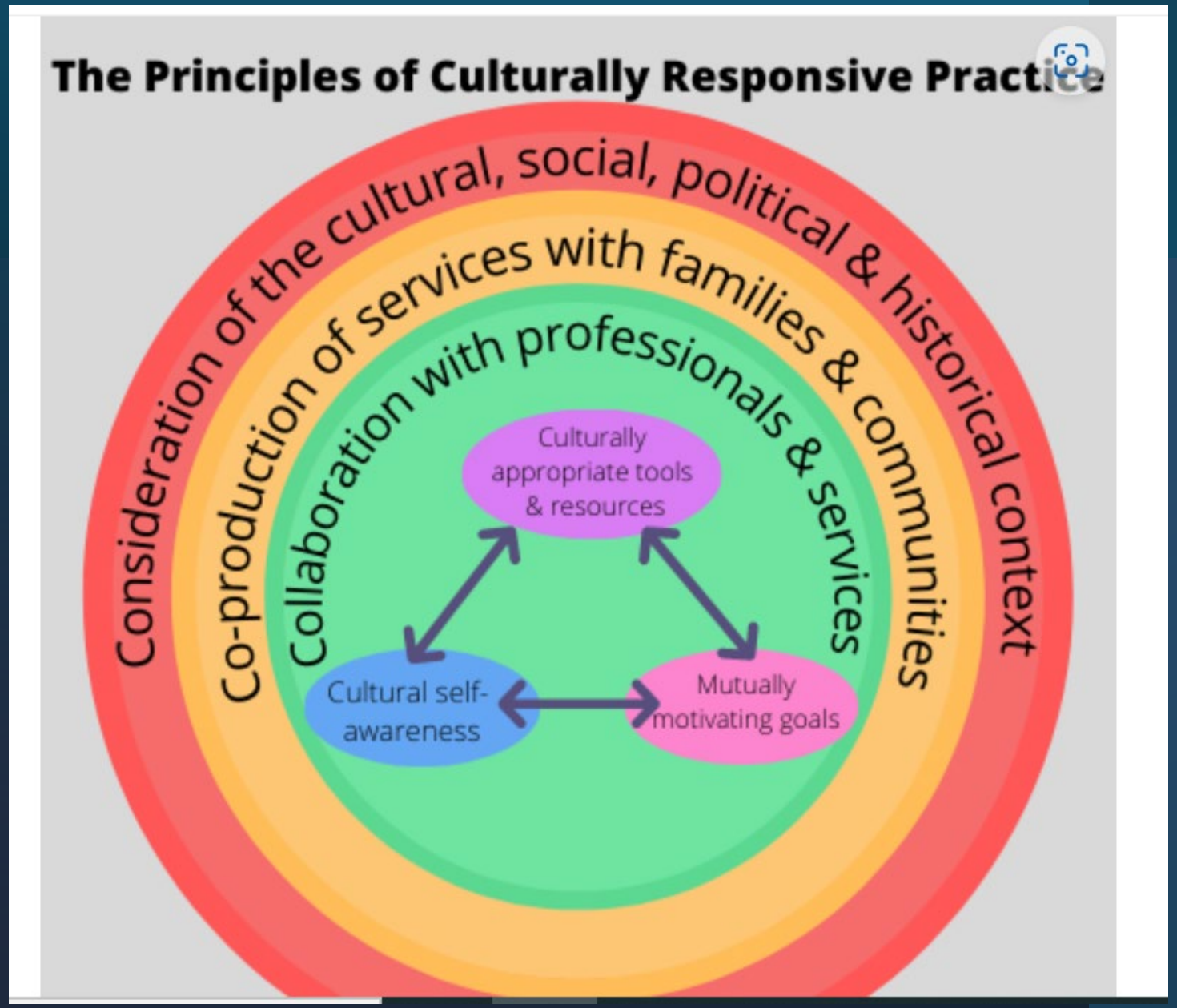


This session will provide a roadmap supporting Positive Behavior Support (PBS) implementors' understanding of the successful integration of culturally inclusive practice within their personal PBS applied context(s)/setting(s). Examples of ways to assess cultural inclusivity and to promote increased cultural reflection and relevancy will be shared. Attendees will leave this session with applied materials, ideas, etc. to use within their own context(s)/settings(s) as they strive to increase inclusivity!

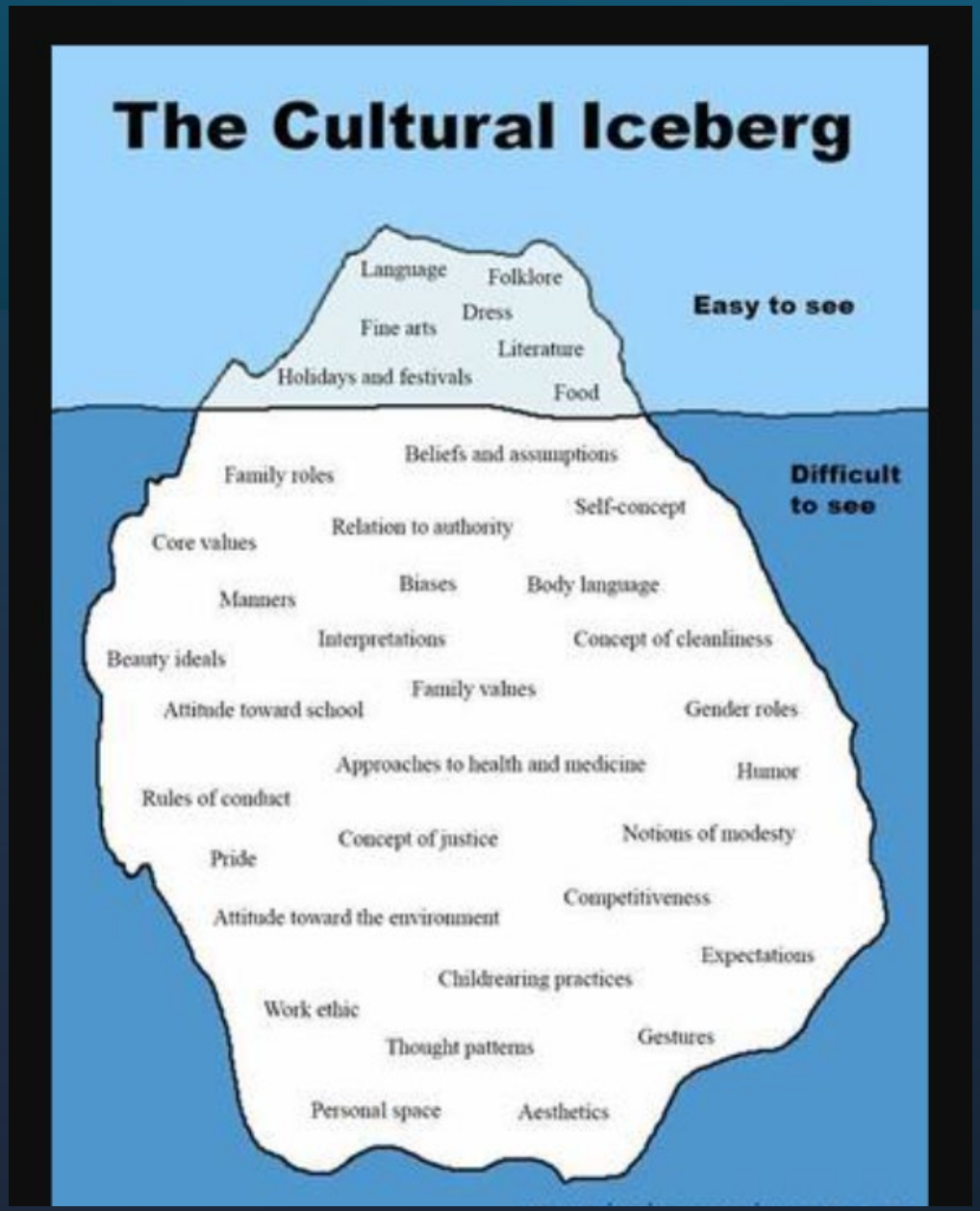
Introductions

Who we are ☺

Who are you?


The Principles of Culturally Responsive Practice
Consideration of the cultural, social, political & historical context
Co-production of services with families & communities
Collaboration with professionals & services
Culturally appropriate tools & resources
Cultural self-awareness
Mutually motivating goals

The majority of culture and worldview are invisible, unspoken, and assumed. We tend to only notice “culture” when it is not our own.


The Cultural Iceberg
Easy to see
Difficult to see
Language
Folklore
Dress
Fine arts
Literature
Holidays and festivals
Food
Beliefs and assumptions
Family roles
Self-concept
Relation to authority
Core values
Biases
Body language
Manners
Interpretations
Concept of cleanliness
Beauty ideals
Family values
Attitude toward school
Gender roles
Approaches to health and medicine
Humor
Rules of conduct
Concept of justice
Notions of modesty
Pride
Competitiveness
Attitude toward the environment
Expectations
Childrearing practices
Work ethic
Gestures
Thought patterns
Personal space
Aesthetics

We will often see some behaviors and attitudes that are helpful and appropriate in some cultures and life circumstances.

Being cautious or even suspicious of outsiders and professionals.

Seeing clinical “boundaries” as coldness, lack of caring, or a sense of superiority.

Being stoic and silent about distress or concerns.

Expressing psychological distress through physical symptoms.

Avoiding, misdirecting, or omitting information in conversations with authority figures or gatekeepers.

Taking care of problems or issues yourself, without involving others.

Allowing a family member to speak for you


Belonging/Connection
Safety
Trust
Dignity
Hope/Aspiration
Control of Destiny/Self-Determination

Fear

Lack of preparedness for emotionally charged conversations

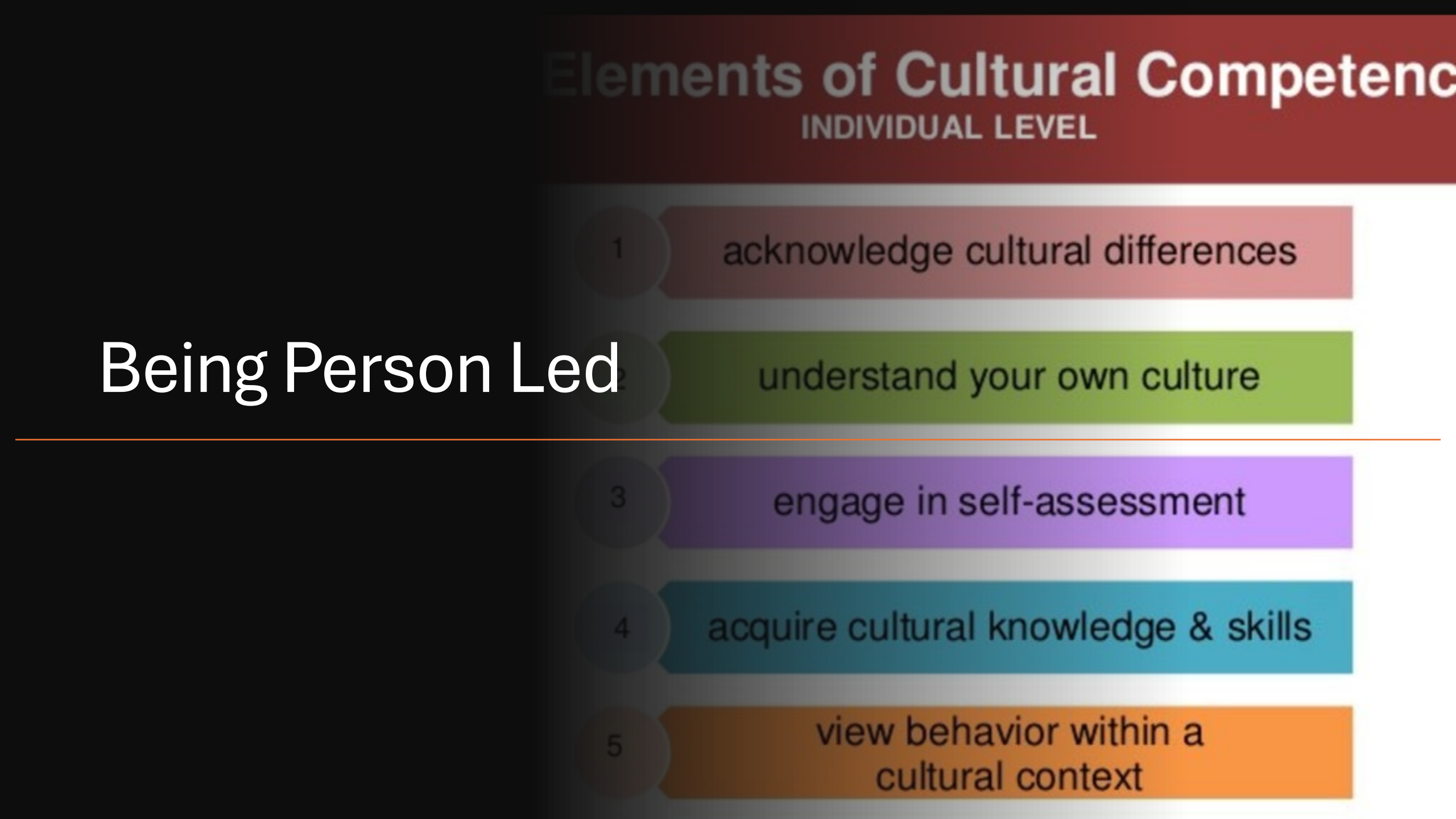
Feelings of inadequacy

Politeness protocol, and colorblindness

Asking people if they have “cultural preferences” might not yield much of value in terms of deeper cultural understanding. People will tend to focus on external aspects of ethnic, linguistic, dietary, or religious differences from the prevailing culture

- People do not start from the same place.
- Services are not equally available and accessible.
- Services generally assume certain resources and attitudes that may or may not make sense or be realistic of some individuals.

Being Person Led



Self-Awareness

Engage in self-reflection and self-understanding to develop an accurate view of self. Take the time to reflect on how your different social identities (e.g. religion, sexuality, generation, acculturation, socioeconomic status, education, ethnicity etc.) have influenced your worldview. Engage in reading, dialogues, workshops etc. that help you have a better understanding of your privileges, biases and values.

Valuing of Others

- Demonstrate a willingness to learn from others around you and respond from a place of genuineness and authenticity.
- It’s okay to not know everything
  - A caveat to this point is to be careful that you are not placing the responsibility on clients to teach you about their culture.

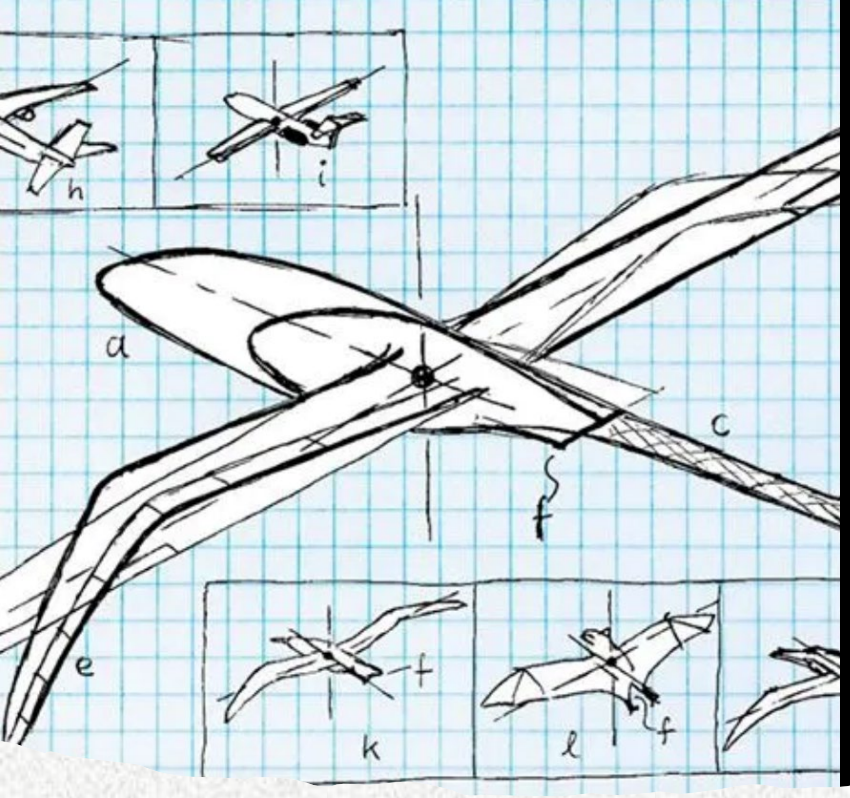
Growth

- Practicing cultural humility is a process.
  - This is not a skill that we build overnight!

- Push through discomfort and anxiety related to cultural conversations acknowledging that you many not feel your best throughout the conversation.

at the individual level:

Person-centred	Culturally responsive
Understand self	Understand self in the context of culture
Understand personal lens	Understand different, culturally diverse lenses
Understand personal values, beliefs and their impact	Understand personal values &beliefs in the context of culture Understand impact of culture on the 'making of' personal values and beliefs
Explore the impact of conscious and unconscious prejudice	Accept existence of conscious and unconscious prejudices and continually challenge oneself and others



Proactive vs. Reactive

Implementation Drivers for Organization-Wide Positive Behavior Support: Supporting People with Intellectual and Developmental Disabilities

Freeman, R.,[1] Jeffrey-Pearsall, J.,[2] Dunphy, D.,[1] Simacek, J.,[1] Danov, S.,[3] MacSuga-Gage, A.,[4] & Moore, M.[5]

[1] Institute on Community Integration, University of Minnesota

[2] Sheppard Pratt

[3] Minnesota Department of Human Services

[4] University of Florida

Manuscript in Accepted for Publication (2025), *Intellectual and Developmental Disabilities*.

Competency Drivers	
Performance Assessment (Fidelity of Implementation)	• Fidelity self-assessment tools for teams related to EBPs targeted • External evaluation of fidelity including key elements of cultural responsiveness
Selection	• Select staff comfortable supporting others given training roles and anchor to supervisors/managers • Add diverse voices to trainers by recruiting staff representing the diversity of the organization/community
Training	• Curriculum and training infrastructure in place with ongoing learning opportunities • Provide opensource materials that are easily accessible (website/intranet) • Integrate cultural responsiveness training across layers of instruction
Coaching	• Design internal and external coaching systems to support staff across EBP • Ensure coaches represent the diversity of the organization and know the cultural norms of the community
Organization Drivers	
System Intervention	• Establish regional partnerships to share resources and support interagency collaboration • Create a long-term planning with flexibility in acquiring funds for maintaining PBS • Work with community partners to increase natural supports and create diverse community relationships • Assess community partners and include diverse voices in leadership-level decisions • Create authentic relationships with mutual give and take relationship/define culture in broadest terms
Facilitative Administration	• Ensure self-advocates, advocates, and family members are actively involved in leadership-level decisions • Encourage and guide plans for increasing diversity in the workforce • Create an environment where diverse viewpoints are respected and encouraged • Assess impacts of discussions in an authentic manner and review current policies impacting diverse groups
Data-based Decision-Making Systems	• Teach data-based decision making in organization-wide and individualized teams • Use effort, process, and outcome data in meetings including active involvement of self-advocates • Use data to ensure equity is directly addressed and cultural competence/responsiveness is evaluated • Use multiple sources of data collection in meetings, ensure all voices are heard, and review annual progress
Leadership Drivers	
Technical	• Use problem solving to coordinate and manage technical assistance • Use data to assess cultural responsiveness and actively seek out implicit bias • Embed training in cultural competence into all curricula including how to identify your own cultural norms
Adaptive	• Address complicated situations using collaborative problem solving • Develop strong consensus-building approaches integrated across systems • Attend to and adapt cultural norms, and verbal and body language to unique cultural contexts and people • Create a climate of trust where people report that they feel safe to engage in open discussion.

Competency Drivers

- Define Personal Identity & Culture
- Know Norms & Values
- Climate of Openness

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Organization Drivers

- Authentic Decision-Making
- Inclusive Data Tools & Sources
- Culture of Inclusion

Organization Drivers

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Organization Drivers Cont.

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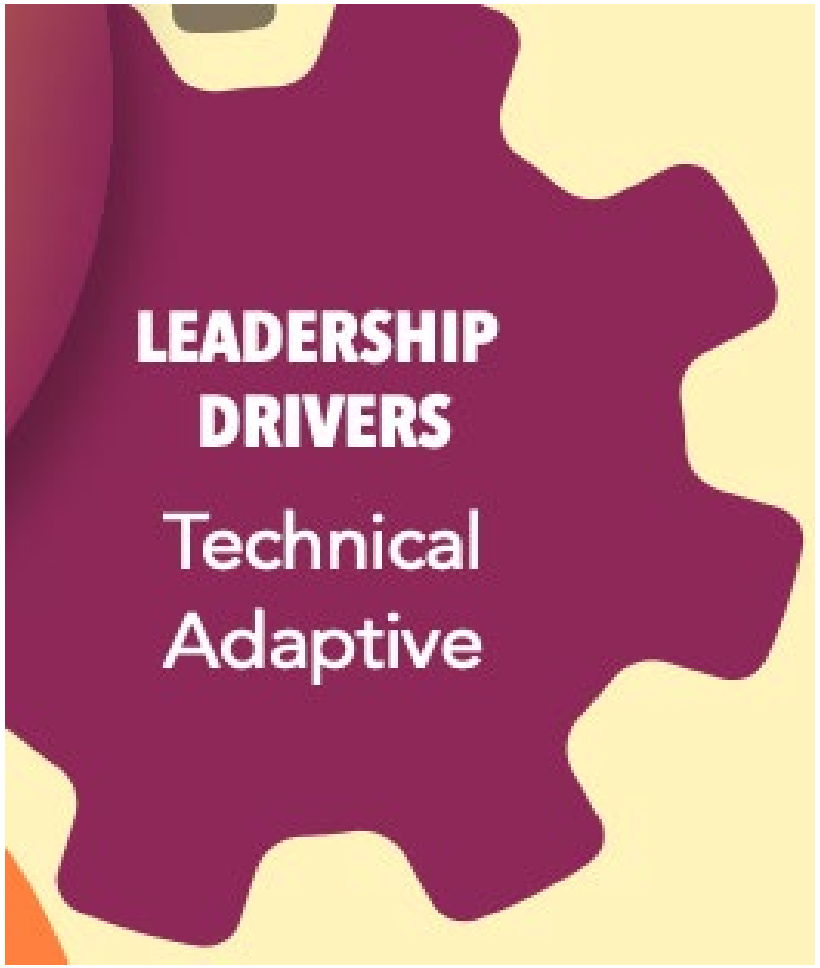
Leadership Drivers



- Prioritize Inclusion
- Define Culture
- Multiple Tools for Sources of Data

Leadership Drivers

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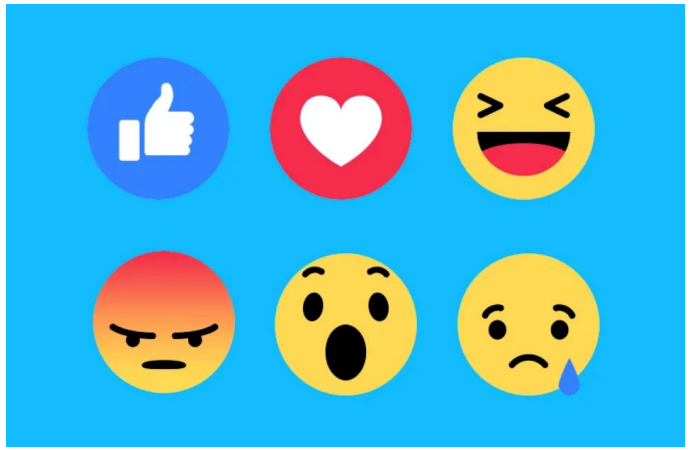
feedback
ideas
comments
thoughts
suggestions



Group Discussion

1

Which driver do you think you would and/or do you think needs to be addressed first within your organization? Why?

2

What barrier/barriers do you see to developing authentic integrated cultural inclusivity within your organization?

3

What has worked in your setting? When you have seen systemic change, what moved the needle?

Thank You!

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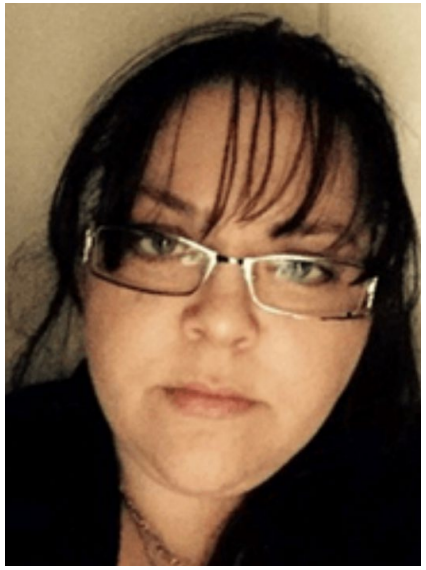

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