




Cultural Competence: Is It Enough? A Call to Action

NYAPRS

September 23rd, 2021



Learning Objectives

Examine	Workshop participants will examine the importance of practicing inclusivity, compassion, and humility in committees and advocacy groups.
Gain	Workshop participants will gain insight in current social justice issues and how to move forward with advocacy and action.
Learn	Workshop participants will learn how to implement a model of cultural humility.

NYAPRS Cultural Competency Committee Members

- Marguerite Gayle
- Jeff McQueen
- Theresa Hall
- Luis Lopez
- Magaly Polo
- Jennifer Mutnick-Andes
- Deborah Wilcox
- Linda Richard
- Digna Quinones
- Gayle Dorsky
- Ruth Colón-Wagner
- Cameron Farash
- Krista Zanfardino



Panelists

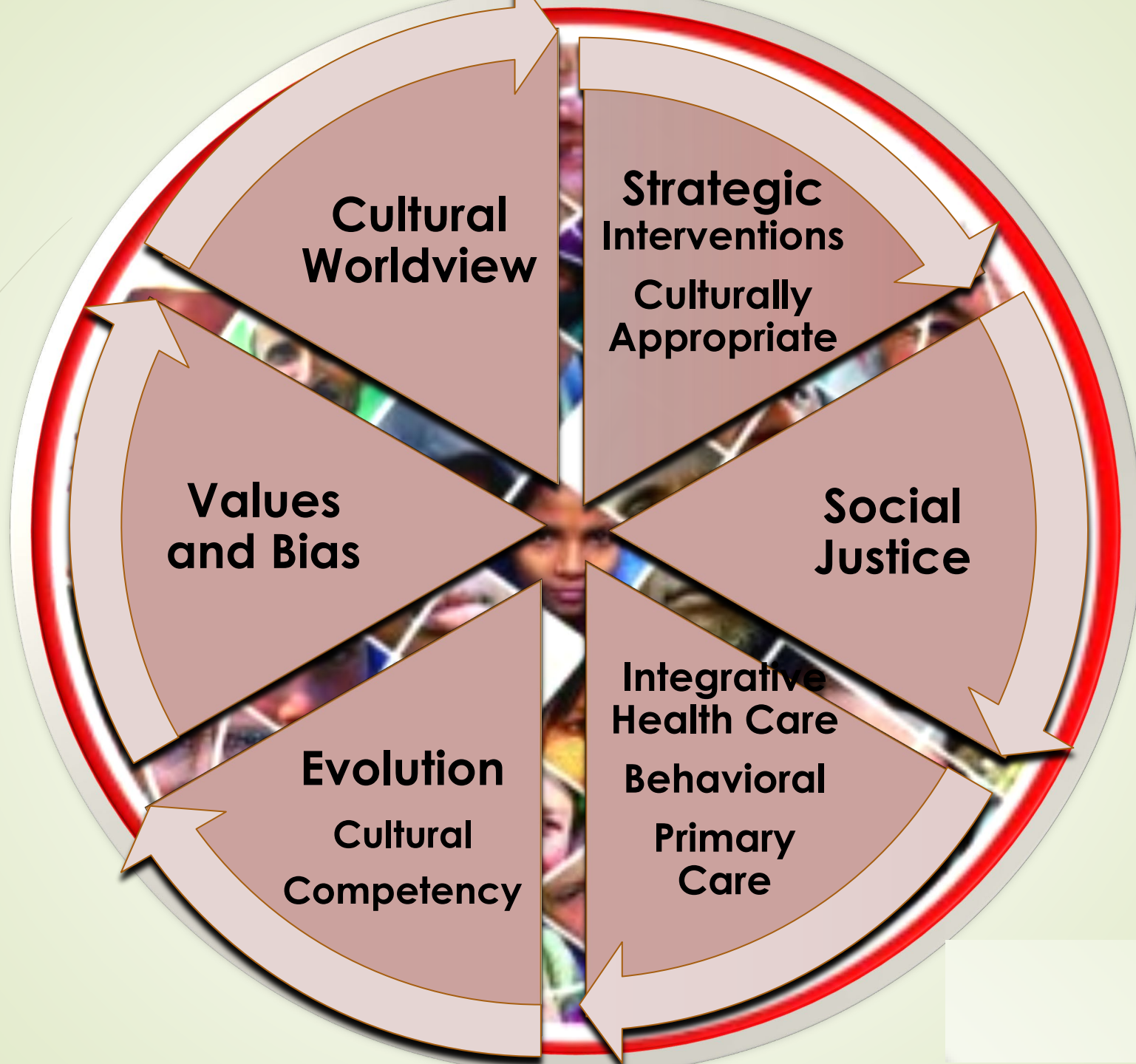
- **Marguerite Gayle:** LMSW, Co-President NYAPRS Board of Directors, Co-Chair NYAPRS Cultural Competency Committee
- **Jeff McQueen:** M.B.A L.C.D.C Executive Director MHANC
- **Theresa Hall:** Founder; Advocacy for Friends and Families
- **Luis Lopez:** Coordinator, Fidelity and Best Practices at CPI/ACT Institute, NYSPI at Columbia University
- **Dr. Deborah Wilcox:** CEO Confluency Consultants and Associates Building Organization and Community Wellness; Health and Wellness Coach
- **Ruth Colón-Wagner:** LMSW, Director of Training and Development NYAPRS
- **Harvey Rosenthal:** Chief Executive Officer NYAPRS
- **Garrett Smith:** Statewide Organizer at Center for Community Alternatives

Purpose of Presentation

- After 20 years of work through NYAPRS, our Cultural Competency Committee is asking the question, “is cultural competency enough?” This workshop will examine the importance of dialogue, inclusivity, compassion, and humility in the social justice work that we do. Members of the committee will talk about some of the social justice issues that the group is currently addressing. Most importantly, the presenters will engage the audience in exploring important social justice issues for the future, as we call everyone to action!

What do you see....?





HOW CAN HEALTH AND WELLNESS PRACTITIONERS DEMONSTRATE MULTICULTURAL COMPETENCY?

- ❖ By becoming aware of ones own personal assumptions about human behavior, values, bias, stereotypes, and personal limitations. They also understand who they are as “cultural beings” and how cultural socialization has shaped their worldview and their ability to work effectively with culturally diverse populations.
- ❖ A culturally skilled practitioner is one who actively attempts to understand the worldview of their culturally different client without pejorative judgments and shows respect and appreciation for human differences.
- ❖ A culturally skilled practitioner is one who is in the process of actively developing and practicing appropriate, relevant, and sensitive interventions strategies and skills in working with culturally diverse populations.

The Historical Evolution of Multicultural Competencies in Behavioral Health Ethical Standards of Best Practices



Cultural Humility

Cultural Humility is not so concerned about the accumulation of facts and details about cultural norms as it is concerned about the commitment of the practitioner to an approach that:

- 1) Starts with looking at self. Gaining an understanding of our own personal (implicit and explicit) biases and prejudices. Acknowledge my privilege. Understand that my purpose is to promote equality and equity in everything that I do.
- 2) Embraces a personal commitment to the work of growing beyond these barriers to enable a respect and appreciation of the diversity that defines our humanity.
- 3) Operationalizes a stance of humility so that we are not stepping into situations in other communities without invitation.
- 4) Supports the building of partnerships. We also accept if a group feels that the work should be done by the group before bringing others into the process
- 5) We are respectful. We don't go into situations with a plan to fix someone else's culture.

Cultural Humility cont...

Finally, we are reflecting cultural humility in the design of this workshop by inviting you to input into the agenda of this committee. We would like to create and move forward with an inclusive agenda that speaks the priorities and the needs of our community.

Please join us today in identifying the critical ways we can overcome the urgent challenges we face today and create bridges to fairness and wellness for all.

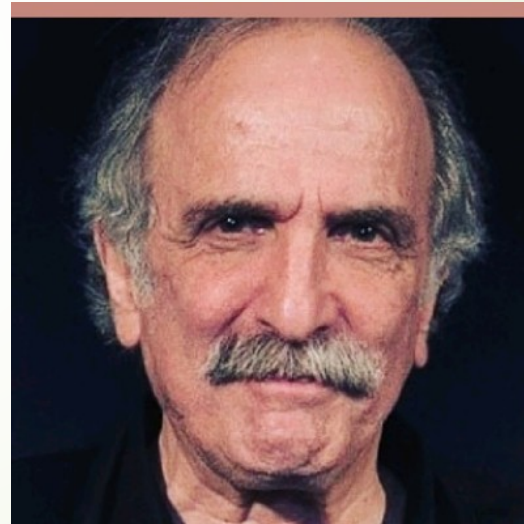
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Becoming Racially Just - an Anti-Racist Movement

- **A RACIAL EQUITY ORGANIZATIONAL CHANGE PROCESS will disrupt and stretch the organization in sometimes scary, chaotic, and also unifying ways.**
- **It is important to have a healthy and candid conversation about taking on this work, especially for organizations who are just starting.**

Public Policy Agenda

- ▶ Harvey Rosenthal is the Chief Executive Officer of NYAPRS



Working for Solitary Confinement Reform

- This year, NYAPRS continued our work in support of passage of Humane Alternatives to Long-Term (HALT) Solitary Confinement legislation.
- CCC members attended Capital rallies and participated in a variety of advocacy actions.



CCC's History

The CCC Webinar Series was developed in 2016 for the purpose to engage, educate, and motivate members of the NYAPRS community. In the past few years, we have been able to host numerous dynamic webinars in topics related to health, legislation, services, and advocacy.



Webinar Series on HALT

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- In April and May 2021, the CCC Webinar Series hosted 2 important HALT Advocacy webinars analyzing all of the different aspects of the changes in the legislation.
- Additionally, it introduced a number of other issues related to other areas of incarceration, as well as re-entry.



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The HALT Bill Becomes Law!

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- Together with NYAPRS' support, the Campaign for Alternatives to Isolated Confinement (CAIC) was able to stop the practice of solitary confinement in the state of NY with the most vulnerable communities in prisons and jails – such as pregnant women and people with behavioral health challenges.
- The HALT Bill was passed into law on April 1, 2021!



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Next Steps on the HALT Law

- Moving forward, the Cultural Competence Committee's Call to Action on behalf of HALT is to:
 - • Support CAIC in ensuring the law is properly implemented, enforced and monitored.
 - • Advocate with CAIC on adding additional restrictions in the practice of solitary confinement in NY - and the rest of the country.
 - • Continue to review and address issues related to re-entry.





Clean Slate NY is a broad coalition of advocates & allies representing diverse communities across the state fighting for legislation to automatically seal criminal records for New Yorkers once they become eligible.

Clean Slate NY is about strengthening our communities by ensuring that New Yorkers are not punished beyond their sentences and can be full and fair participants in economic and civic life.



New York Landscape

- An estimated **2.3 million people** in NY have conviction records – about **1 in 7**
- **Nine in 10** employers, **4 of 5** landlords, and **3 of 5** colleges/universities screen out applicants with conviction records
- Current sealing law is **inadequate**
- **“Once a record is seen, it can’t be unseen”**
- Impacted individuals and family members overwhelmingly tell us: they want and need **record clearance.**



Under the Clean Slate Act (S.1553B/A.6399A), a person would be eligible to have their records automatically sealed if:

- X** They have completed their jail/prison time.
- X** They have completed their probation/parole.
- X** The conviction to be cleared is not a sex offense.
- X** They have not accrued subsequent NYS convictions or pending NYS charges during the waiting period.



Clean Slate NY S1553B/A6399

Sealing

A conviction will be sealed **3 years** after sentencing on the individual's last **misdemeanor** conviction and **7 years** after sentencing on their last **felony** conviction if they are **off community supervision** (probation, parole, post-release supervision).

Excludes time spent
incarcerated

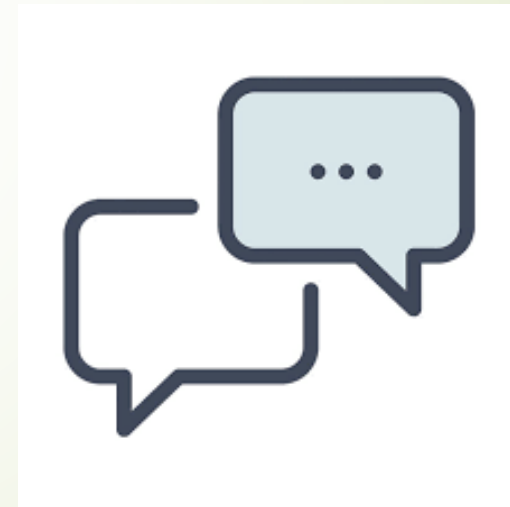
The person cannot have a
pending case in New York

Other Policy Priorities

- Workforce
- Pushing for Medicaid outcome measures related to housing and financial stability and reduced contacts with the criminal justice system
- Advocating for state agencies to break down their performance on successful employment outcomes by race and other measures
- Daniel's Law: alternatives to police first responders
- Supporting initiatives to incentivize diversity in education and employment in our field
- Medicaid re-entry Waiver

Voices of the Community

➤ PLEASE TAKE THIS OPPORTUNITY GIVE US YOUR QUESTIONS OR IDEAS IN THE CHAT



CALL TO ACTION SUMMARY



HOW TO BECOME A MEMBER

***Thank You For Coming!
The NYAPRS Cultural
Competence Committee
Welcomes New Members!
For more information
on how to get involved,
Please email us at...***

eileenc@nyaprs.org

1-518-436-0008

Thanks!

