

Cultural Competence 101 with a Twist: Working with Victims and Perpetrators of Sexual Violence.

NEARI PRESS and MATSOC/MATSA

September 12, 2017, Presented Online from Halifax, Nova Scotia

Who is Robert Wright?

- A RSW Private Practitioner
- direct practice and
forensics.
- Former MH Counsellor,
Washington State Penn.
- Member of ATSA.
- Expert in PCA and CIA.
- Former member of NSBS
Racial Equity Committee.



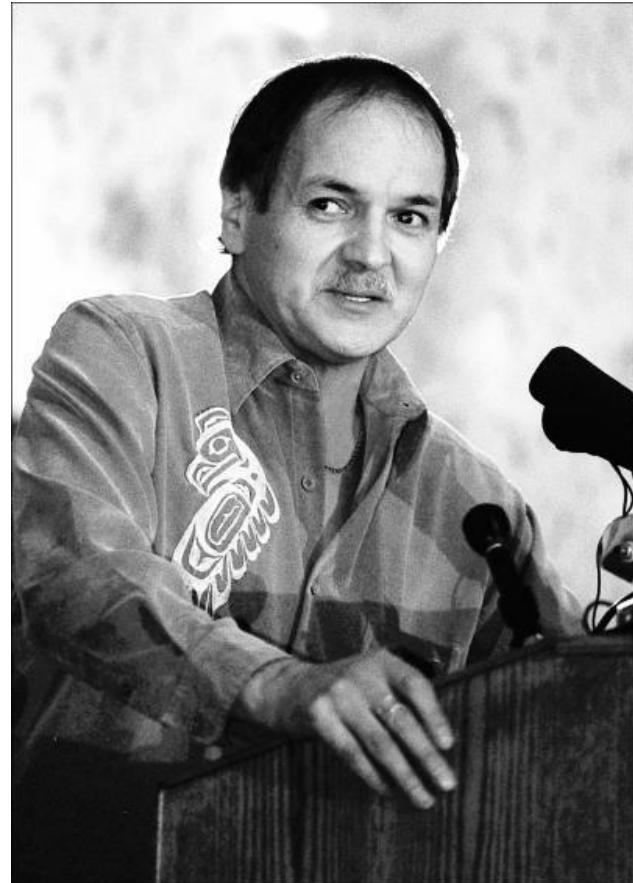
© Robert S. Wright, MSW, RSW
www.robertswright.ca

Ubiquity of Cultural Competence

- In Health Care – NS Cultural Competence Guidelines in Primary Health.
- In Education – Race Relations Officers, Cultural Education Curricula.
- In Public Service – Cultural Competence as a Performance Measure of MCP Civil Servants.

Context for CC: Racism in Criminal Justice System - 1989

- Marshall Inquiry (Royal Commission) established clearly - racism and discrimination exist in the criminal justice system.
- Makes 82 recommendations aimed at reforming systems.



© Robert S. Wright, MSW, RSW
www.robertswright.ca

Context for CC: Formal recognition of racial indignity of police encounters



SUBSCRIBE

THE RUNDOWN

A BLOG OF NEWS AND INSIGHT

HEALTH SUPREME COURT VOTE 2016

RACE MATTERS

Black men fleeing the police is reasonable, Massachusetts court rules



**KENYA
DOWNS**

Digital
reporter/producer,

BY KENYA DOWNS *September 22, 2016 at 1:10 PM EDT*

A Massachusetts court rules that a history of racial bias in police searches makes it reasonable for black men to flee. Photo by Matthew Palmer/Getty Images

When black men flee to avoid an encounter with police, they're not being suspicious. That's according to a [recent ruling](#) by the Massachusetts Supreme Judicial Court. As

© Robert S. Wright, MSW, RSW
www.robertswright.ca

Cultural Competence in Sexual Violence – Why?

- Overrepresentation of racialized persons as victims and as adjudicated offenders.
- Sociocultural and historical constructions of violence and sex.
- Need for competence in service delivery for victims and perpetrators.

Culturally Competence in Sexual Violence: Why?

- As Racialized, Aboriginal, and Immigrant Canadians gain increasing space in society, we need skill to competently serve and support diverse populations in a way that does not contribute to the systemic racism suffered by racialized persons.
- Cultural competence is being “read into standards of professionalism”.
- The reasonable person is cognizant of the racial dynamics in the local community, and, as a member of the Canadian community, is supportive of the principles of equality (R.v.S. (R.D.), [1997] 3 S.C.R. 484-1997-09-26, Supreme Court of Canada.

Culturally Competence in Sexual Violence: Why?

- Sexually victimized persons develop many problematic behaviours *as responses to their trauma*.
- Drug use, anger, sexual and intimate partner violence, criminality all stem from individual and intergenerational trauma.
- Prevention of these behaviours can be a focus of treating victims of sexual abuse and other traumatic experiences.
- Racialized persons have experienced multiple overlapping and intersecting forms of trauma, criminalization, and oppression (*i.e.*, racism).

African American Social, Cultural and Historical Reality: Begins with . . . European Trade Triangle



Results in . . .

- A cluster of social problems and psycho-social phenomena described by Dr. Joy DeGruy as . . . Post Traumatic Slave Syndrome:
 - Vacant Esteem (c.f. Peter Bell's concept of Cultural Pain).
 - Ever Present Anger.
 - Racist Socialization.

Cultural Competence: Definition

- Cultural competence refers to an ability to interact effectively with people of different cultures. Cultural competence comprises five essential capacities. We must:
 - A. Understand our own cultural positions and how they differ from and are similar to others.
 - B. Understand the social and cultural reality in which we live and work and in which our clients live and work
 - C. Cultivate appropriate attitudes towards cultural difference.
 - D. Be able to generate and interpret a wide variety of verbal and non-verbal responses.
 - E. Understand structural oppression and demonstrate awareness and commitment to social justice.

Nichols' Model for Understanding Cultural Difference

Philosophical Perspective on Cultural Difference. Edwin Nichols (cf. work of Jung)

- Different world cultures developed out of differing physical environments.

These world views have differing constructs:

- Axiology (values)
- Epistemology (way of knowing)
- Logic (principles of reason)
- Process (practice of reason)

THE PHILOSOPHICAL ASPECTS OF CULTURAL DIFFERENCE DEVELOPED BY EDWIN J. NICHOLS, PH.D.

ETHNIC GROUPS ETHNIC WORLDVIEW	AXIOLOGY	EPISTEMOLOGY			LOGIC	PROCESS
		APPLIED	PEDAGOGY	METHODOLOGY		
EUROPEAN EURO-AMERICAN	Member-Object The highest value lies in the object or the acquisition of the object	One knows through Counting and Measuring	Parts to Whole	Linear and Sequential <i>-Assembly line-</i>	Dichotomous <i>Either/Or</i> <i>-Newtonian theory-</i>	All sets are repeatable and reproducible <i>-Technology-</i>
AFRICAN AFRICAN AMERICAN LATINO/A ARAB	Member-Member The highest value lies in the relationships between persons	One knows through Symbolic Imagery and Rhythm (function) <i>-Gladwell <u>Blink</u>-</i>	Whole Holistic Thinking <i>-The BIG picture-</i>	Critical Path analysis <i>-Cut to the chase-</i>	Diunital <i>Union of opposites</i> Difrasismo <i>-Aztec thought-</i> The In Between <i>Ibn 'Arabi</i> <i>-Quantum theory-</i>	All sets are interrelated through human and spiritual networks <i>-Black church-</i>
ASIAN ASIAN AMERICAN POLYNESIAN	Member-Group The highest value lies in the cohesiveness of the group	One knows through Transcendental Striving <i>-Tree the forest-</i>	Whole and parts are seen simultaneously <i>-To read a Chinese word-</i>	Cyclical and Repetitive <i>-Stroke order in writing a Chinese word-</i>	Nyaya <i>-The objective world is conceived independent of thought and mind-</i> <i>-Chaos theory-</i>	All sets are independently interrelated in the harmony of the universe <i>-Keiretsu-</i>
NATIVE AMERICAN	Member-Great Spirit The highest value lies in oneness with the Great Spirit	One knows through Reflection and Spiritual Receptivity <i>-Purification rites-</i>	Whole is seen in cyclic movement <i>-Seasons-</i> <i>-Medicine Wheel-</i>	Environmentally experiential reflection <i>-Rites of Passage-</i>	Great Mystery <i>-A set of 4 and a set of 3 form the whole-</i> <i>-Super string theory-</i>	All sets are interrelated through the elements, plant, animal, and spiritual networks <i>-White Buffalo-</i>

Social, Cultural and Historical Context

- North American Diversity is fraught with complicated and tragic history.
 - **Enslavement of Africans, Genocide of First Nations, Global strife resulting in trans-global immigration etc.**
- A local knowledge of how our racist history is a living legacy is necessary: Africville, Cornwallis.
- (Aylward talks of the need for this knowledge to aid in our ability to “spot issues” of race).

Appropriate Attitudes

Cultural competence requires that practitioners actually *value* diversity, not just tolerate it. In a nation that acknowledges multiple founding peoples, that was built up on the foundation of ethnic/immigrant labour and whose future depends on immigration any other attitude should reasonably be seen as unacceptable. (cf. “reasonable person” RvS).

Communicating Across Cultures

- Cross cultural communication is a complex study in cultural hermeneutics. In sociology: the context of a person's world view is necessary for the proper understanding and interpretation of behaviour and rhetoric (c.f. Voyvodic, pp. 16, 17).
- Before meaningless, unnatural, non-human or immature behaviour and corresponding values are attributed to people of another culture, it is better to begin by doubting the adequacy of one's own judgment and knowledge.
- **Elmar Holenstein**

Elmar Holenstein Paraphrased

Before you conclude that I
am crazy you should consider
the possibility that you are
stupid!

Understand Structural Oppression

- Serving as an advocate of Justice in the context of working in the justice system is complex and full of conflict.
- What have you done/do you do that demonstrates generally that you understand structural oppression and are therefore accessible to and identified as an ally to racialized, Aboriginal, immigrant and otherwise marginalized individuals?
- Does your language in explaining perceived racism demonstrate this commitment?

Cultural Competence Applied

- Revisiting *Black Male Sexual Victimization* from MATSA/MASOC 2017.

Key Concepts

- Sexual Assault – unwanted touching, forced participation, forced exposure . . . Of a sexual nature or for sexual gratification.
- Sexual Abuse – connotes abuse of a power differential.
- Sexuality Abuse – refers to acts perpetrated against a person with the effect of harming their healthy sexual development.
- Healthy Masculinity – a sense of “manliness” that is devoid of the stereotypical necessity for control, violence, and emotional distance.
- Racial Identity – ascribing and relating to the cultural norms and values of a particular ethno-cultural group.

History of Black Male Sexual Victimization

- In Slavery:
 - Black women's sexual abuse in slavery is well documented.
 - Male bodies similarly eroticized and fetishized.
 - Male genital torture and mutilation well documented.
 - Males forced, powerless spectators of Black women's rape.
 - Males forced to rape Black women while white men watched.
 - Forced "slave breeding".
 - Males sexually assaulted by male slave owners (>with proximity).
 - Males sexually assaulted by female slave owners.

(Foster. T. (2011). The Sexual Abuse of Black Men under American Slavery. Journal of the History of Sexuality 20, 2. pp. 445-464)

History of Black Male Sexual Victimization

- After Slavery:
 - Literature is limited.
 - Similar patterns continue to exist.
 - Brutal attacks on Black men often involve genital torture and mutilation.
 - Masculinity of Black males under constant threat.
 - Increased opportunities for sexual exploitation.



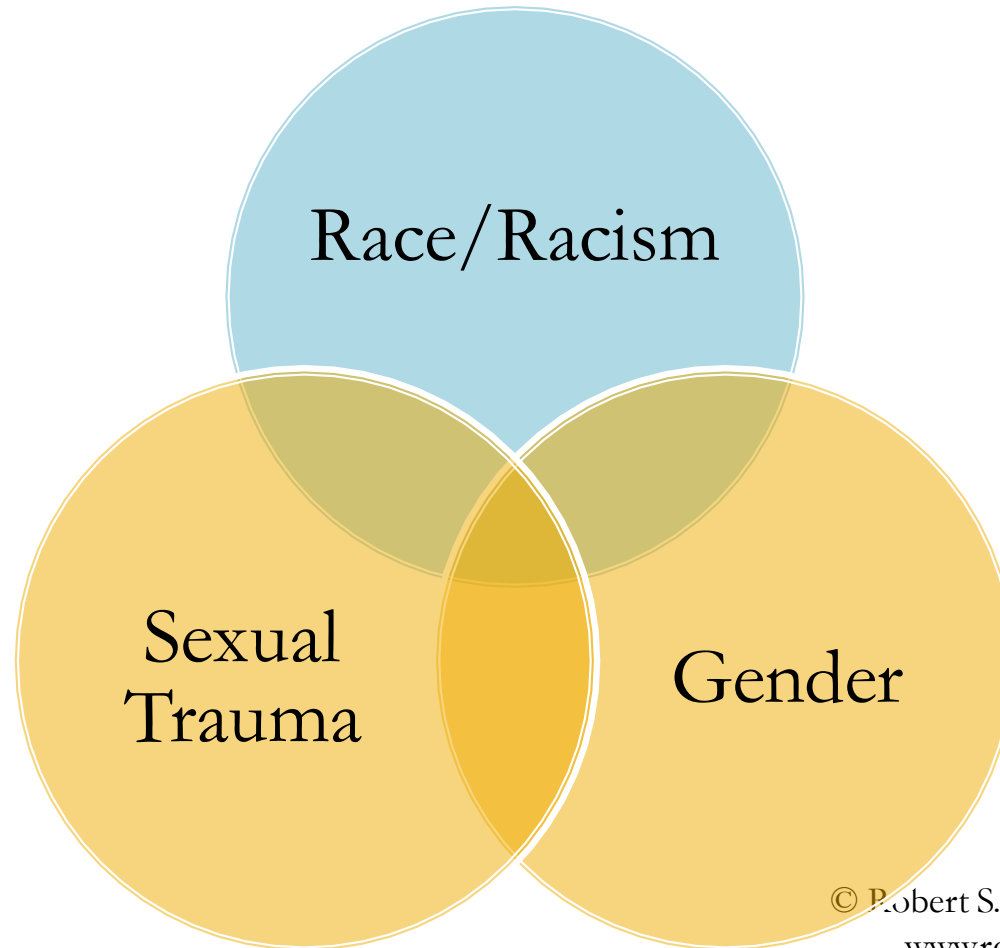
History of Black Male Sexual Victimization

- More modern times:
 - Black bodies eroticized and fetishized.
 - Higher incidence of child abuse.
 - Higher incidence of being in care and incarceration (youth and adult)
 - Ubiquity of abuse in oppressive institutions.
 - Hip hop framing of male sexuality.
 - <https://www.youtube.com/watch?v=RR6Wy9Lhjr0> @12:40



© Robert S. Wright, MSW, RSW
www.robertswright.ca

Intersection of Concepts



Incorporating Cultural Competence

- Ask about sociocultural location.
- Research incidence and attitudes about sex and sexual abuse within that group.
- Ask about intersections and meaning.
- When teaching, add one example that demonstrates intersection.

Q&A

Cultural Competence 101 with a Twist: Working with Victims and Perpetrators of Sexual Violence.

NEARI PRESS and MATSOC/MATSA

September 12, 2017, Presented Online from Halifax, Nova Scotia