Cultural Humility

CASP 2020

NEXT for AUTISM
"The idea that some lives matter less, is the root of all that is wrong with the world” – Paul Farmer
5% of Fortune 500 CEOs are women

33% of doctors, associated obesity with noncompliance, hostility, dishonesty and poor hygiene

5% of full time faculty at degree granting Institutions are black

2018 saw a 27% increase in religious hate crimes in the USA

40% of incarcerated adults are black

19% of USA Congress members are women

62% of children who experience extended periods of poverty in childhood graduate from high school

35% of transgender youth have experienced physical assault

Annual median earning is $10,000 less for people with disabilities

37% young adults are disconnected from school/work after high school. -Less than 8% of youth with LD, ED or SLI were disconnected

42% of young adults never work for pay

38% of employed adults with ASD report being underemployed

The cumulative incidence of death by suicide is: 0.17%, -Typical population 0.11%

Females with ASD are three times as likely to die from suicide as females without ASD

Quality of Life for People With Autism

Hirvosski et al, 2016, Guan & Li, 2017

Roux et al, 2015

Hendricks, 2010 Roux et al, 2015

Kirby et al 2018

Life expectancy 20-36 years shorter than the general population

37% young adults are disconnected from school/work after high school.

42% of young adults never work for pay

The cumulative incidence of death by suicide is: 0.17%,

- Typical population 0.11%

- P < 0.05

Females with ASD are three times as likely to die from suicide as females without ASD
Diagnosis and Intervention in ASD

- Zuckerman et al, 2017: English proficiency barrier to ASD diagnosis and treatment in Latinx
- Doshi et al, 2017: State mandates on private insurers did not effect racial disparity
- Ngyugen et al 2016: Lower SES = fewer treatment hours
- Ennis-Cole 2019: Delayed diagnosis for African Americans
- Tint & Weiss, 2018: Women report higher unmet service needs

Behavior Analysis

- 83% of BACB certificants are women
- 17% of ABAI fellows are women
- 37% of editors of behavior analytic journals are women
Behavior Analysts’ Training and Practices Regarding Cultural Diversity: the Case for Culturally Competent Care

Authors: Lauren Beaulieu, Joshua Addington, Daniel Almeida
Where is your organization on this continuum – how do you know?

CULTURAL HUMILITY

- recognizing and challenging power imbalances
- lifelong learning and critical self reflection
Ongoing learning and critical self-reflection

Power Imbalances

institutional accountability
individual accountability
Diversifying our Workforce
• Inclusive teams make better business decisions

• Teams that follow an inclusive process make decisions twice as fast

• Businesses in the top quartile for ethnic and racial diversity in management were 35% more likely to have financial returns above their industry mean

...adaptability is a byproduct of varying backgrounds and perspectives generating an array of insights, ideas and solutions.
Recruitment

• Partner with predominately minority serving institutions
• Ensure diversity is present in your brand
• Partner with multicultural professional organizations
• Employee referral
• Use philanthropy to support D&I
Recruitment

- Dedicate time and attention to diversity
- Listen to all complaints of bias and discrimination
  - 70% of perpetrators are men, and 60% of targets are women
  - 61% of bullies are bosses
  - Over 50% of Black Americans report racial discrimination in the workplace
- Support all diversity
- Assume education is needed for all
- Educate about unconscious bias
- Foster open, candid discussions

Retention: Support a Diverse Community

- Dedicate time and attention to diversity
- Listen to all complaints of bias and discrimination
  - 70% of perpetrators are men, and 60% of targets are women
  - 61% of bullies are bosses
  - Over 50% of Black Americans report racial discrimination in the workplace
- Support all diversity
- Assume education is needed for all
- Educate about unconscious bias
- Foster open, candid discussions
Effective Practices

- Linguistic and cultural matching
- Incorporate culturally specific concepts in training and practice
- Use culturally and linguistically adapted/appropriate written and visual materials
- Adapt the social and physical environment
- Community health workers
- Telemedicine
  - Handtke, Schilgen & Mosko, 2019
IMPLEMENTING ASK ME 3 TO IMPROVE AFRICAN AMERICAN PATIENT SATISFACTION AND PERCEPTIONS OF PHYSICIAN CULTURAL COMPETENCY.

1. What is my main problem?
2. What do I need to do?
3. Why is it important for me to do this?

Good Questions for Your Good Health
Ask Me3®

Every time you talk with a health care provider
Ask these questions


Ask Me 3: improving communication in a Hispanic pediatric outpatient practice.

Nega VS, Wood PR, Weiss ED, Trovino L.
Cultural Humility in Action

Institutional Accountability

2016/17 2017/18 2018/19

race gender
“microaggressions are a daily occurrence”

“diversity on the staff encourages conversation”

“Our students need to see people that look like them”

“you are never done”

“acknowledge that there’s a problem”

“Our students need to see people that look like them”
bargaining    repeat

 denial    acceptance    evangelize
“"The idea that some lives matter less, is the root of all that is wrong with the world” – Paul Farmer