CULTURAL COMPETENCY:
ETHICAL CONSIDERATIONS
ON REACHING LATINO POPULATION

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Introductions

- Licensed Master Social Worker – Idaho and Oregon
- Idaho Dept. of Education Pupil Personnel Certificate
  - School Social Worker and School Counselor endorsements
- Professional Experience:
  - Medical Social Worker
    - Home Health, Hospice, Hospital
  - School Counselor
  - Psychotherapist
  - Drug and Alcohol Prevention Educator
  - Adjunct Professor
- Community Volunteerism:
  - Idaho Hispanic Caucus
  - Idaho Latino Behavioral Health Conference
  - Idaho Advisory Council for HIV/AIDS
Today’s Objectives

- Understand different types of ethical decision making;
- Have a general understanding of key components in the Latino community that can influence I&R interventions;
- Know demographic statistics of Latinos influencing social services;
- Apply Latino cultural elements to practice;
- Address cultural stereotypes and myths and its influence on practice;
- Apply Latino demographics, family, and cultural values on practice; and
- Review NASW, ACA, and APA code of ethics related to cultural competency in practice.
Two types of ethical reasoning

1. Intuitive ethical judgment
   - Gut feeling
2. Critical-Evaluative ethical judgment
   - Deliberate
   - Problem solving followed by ethical principles
Fundamental ethical principles

- Autonomy
  - Freedom and dignity
- Nonmaleficence
  - Do no harm
- Beneficence
  - Responsibility to do good
- Fidelity
  - Faithfulness to truth
- Justice
  - Obligation to act fairly
Promise of Justice

ACA preamble
- “…Association members recognize diversity in our society and embrace a cross-cultural approach in support of worth, dignity, potential, and uniqueness of each individual.”

APA Principle D: Respect of People’s Rights and Dignity
- “Psychologists are aware of and respect cultural, individual, and role differences… based on age, gender, gender identity, race, ethnicity, culture, national origin…”

NASW 1.05 Cultural Competence and Social Diversity
- “Social workers should understand culture and its function in human behavior…”

AIRS Standard 1: Assessment and Referral Provision
- “.. has procedures for managing challenging inquirers that recognize the right of inquirers to access… treatment that is professional, nonjudgmental and culturally appropriate…”
Definitions: Merriam-Webster

CULTURE

- **a:** the integrated pattern of human behavior that includes thought, speech, action, and artifacts and depends upon the human capacity for learning and transmitting knowledge to succeeding generations

- **b:** the customary beliefs, social forms, and material traits of a racial, religious, or social group

COMPETENCE

- The quality or state of being functionally adequate
1. Failure to take culture into account
2. Failure to acknowledge intra-culture differences
3. Failure to understand stereotypes
"Hispanic or Latino" refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race"
United States – 313,914,040

- White
- Latino
- American Indian
- Asian
- African-American
- Native Hawaiian/Pacific Islander
Since 2000, Latino population…

Grew by 48%

51.9 million in 2011
2/3 of Hispanics live in 5 states

- California
  - 14.1 million
- Texas
  - 9.8 million
- Florida
  - 4.4 million
- New York
  - 3.5 million
- Illinois
  - 2.1 million
What are we dealing with?

- 26% poverty rate
- $39,000 median annual income
- 30% without health insurance
- 27 median age
Mexican – 64.6%
Puerto Rican – 9.5%
Machismo
- Dictates that men show power via strength and decision-making

Marianismo
- Concept purity and moral strength

Familismo
- Loyalty and protection of family
## Biculturalism vs. Acculturation

<table>
<thead>
<tr>
<th>BICULTURALISM</th>
<th>ACCULTURATION</th>
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<tbody>
<tr>
<td>Juncture of two cultures</td>
<td>Changes due to other culture</td>
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Role of the Family
What does this look like: Idaho

- Needs Based Assessment - Idaho Partnership for Hispanic Health
  - Issues among Latino community
    - Deficits navigating mental health system
    - Low level of Dx and Tx of mental health issues
  - Issues among practitioner community
    - Lack cultural knowledge/competency training

- 211 Idaho CareLine
  - 2013 Q1*
    - 1,638 Spanish calls
    - Longer calls
  *Not all Latinos speak only Spanish.
What does this mean for helping professionals

- Address juncture/acculturation
- Deconstruct meta-narratives
- Emphasize family
- Defer to ethical codes and principles
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- Questions?
- Comments?
- [appropriate] Jokes?
References


