

# Do You Know What Your Staff Doesn't Know? Cultural Competency & Risk Management

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## Partner Talk

-What would you say if you heard your staff talking like this?

-How would you react?

- How do your staff speak informally about their students?



## GHETTO HIKES

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PM 28. I HAVE A FULL TIME JOB LEADING URBAN KIDS (OF ALL RACES) ON NATURE HIKES. I SIMPLY WRITE DOWN SHIT THEY SAY.

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E.J. BACK THERE HAVIN A STARIN CONTEST WITH DA SUN, SLOWIN DOWN THE WHOLE PACK HOMEBOY SHOULDA GONE TO SPACE CAMP.

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MR. CODY, I AINT NO SNITCH OR NUFFIN BUT DENNY BACK THERE SHOVIN COLORED ROCKS IN HIS POCKETS HOMIE I OOTIN



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# One example of how to respond

Ill Doc's "How to Tell People They Sound Racist"

# What is cultural competency?

A person who actively seeks 4 components of ability in order to effectively understand, communicate and interact with people across cultures.

- Awareness & Reflection
- Knowledge
- Skills
- Action & Advocacy

“Cultural competence is active and developmental. It is an ongoing process and an aspiration rather than an achievement.” –Sue & Sue

# Building a Common Language

**cultural blindness:** denying that any difference exists between one's own culture and the culture of another.

**privilege:** Advantages, rewards, or often invisible benefits given to those in the dominant group (whites, males, Christians, the formally educated, heterosexuals, etc.) without them asking for them. Privileges are bestowed unintentionally, unconsciously and automatically.

**allyship:** when members of the “dominant” or “majority” group question or reject the dominant ideology and work against oppression through support of, and as advocates with or for, the oppressed/target group.

# Where is your organization in this journey?

- ◉ 10 minutes to work on the organizational assessment pages, independently
- ◉ 10 minute small group discussion
- ◉ 5 minute large group discussion



# Small Group Discussion

*Create a group of 3-4 people near you. Make sure everyone gets a chance to share.*

- ◉ Share your organizational strengths in this work (growth you are proud of).
- ◉ Share areas you'd like to see growth.
- ◉ What are your big questions?
- ◉ Where is there expertise that is under-utilized within the organization?

Decide who in your group could report out.  
What's an ah-ha you can share?



Staff  
Training  
Case  
Study:  
BOLD/G  
OLD

- 1 day “Diversity Training”
- June 2012 in Seattle at Metrocenter YMCA
- 43 field staff, with 2 PDs & 1 former staff facilitating
- Goals: focus on building self-awareness and sharing, developing tools and the empathy, language, appropriate tools to build emotionally safe spaces where people can thrive.

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# Demographics Breakdown

	Women Attending	People of Color Attending	Total Attendees	% Women & POC in Training Leadership Roles
<b>All Staff Training</b>	16 (37%)	17 12 are Fellows, new to OEE work (39.5%, or 11% if not counting Fellows)	43	2 women  No POC rep.
<b>Rock Skills Training</b>	7 (46%)	7 (46%)	15	1 woman  No POC rep.

Student Population on G/BOLD Single-Gender Courses:  
**40-75% Students of Color**

# Lessons Learned

**Strengths:** acknowledge everyone coming with different strengths & from different places, welcoming atmosphere, personal sharing. Facilitators able to listen to audience-generated interest (climbing as male-dominated field) and sought out external support when they didn't reflect diversity of staff/students.

**Areas of Growth:** focus and goals seemed like this work was optional. Lack of common language . Fellows at big disadvantage as the under-supported and under-experienced new hires/volunteers.

# Outline & Activities

- Welcome, facilitator intro
  - Who Am I? Activity
- Gender & Gender Roles Discussion
- Fellows-Led Small Group Discussions on Gender & Race
  - Large Group Debrief

# Your Programs: in groups of 2 or 3

Discuss lessons to apply with *your* program.

**-What connections between cultural competency and risk management may resonate most for your organization/staff ?**  
Strive to find 3 or more.

**-What can you share and discuss as part of your next staff/volunteer training?**

# Thank you for coming and for continuing this journey in your work!

- We value your feedback and appreciate your comments on the evaluation.
- If you like, join the listserv for resources, support and networking with other colleagues working to integrate cultural competency in their work. Support is crucial!
- Check out the WRMC website later for all handouts and documents from this presentation.