

Embracing Cultural Competence

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Pronouns: She, Her, Hers***

What is cultural competence?

Cultural Competence the willingness and ability to effectively interact with people from diverse cultures and backgrounds.

- Awareness and acceptance of our own identities and cultural differences help form and elevate connections.
- Developing cultural knowledge strengths the ability to function effectively in the context of cultural differences.

“For some, our name is our History, our name is our Roots.”

- Mispronouncing a person's name fails to establish an environment of trust.
- Sends the message that it is not important.
- Communicates disrespect.
- Minimizing the significance of getting a name right is a kind of microaggression—an everyday act of discrimination.
- Causes embarrassment, and shame against our culture/identities.
- But what if some names are too hard to pronounce??



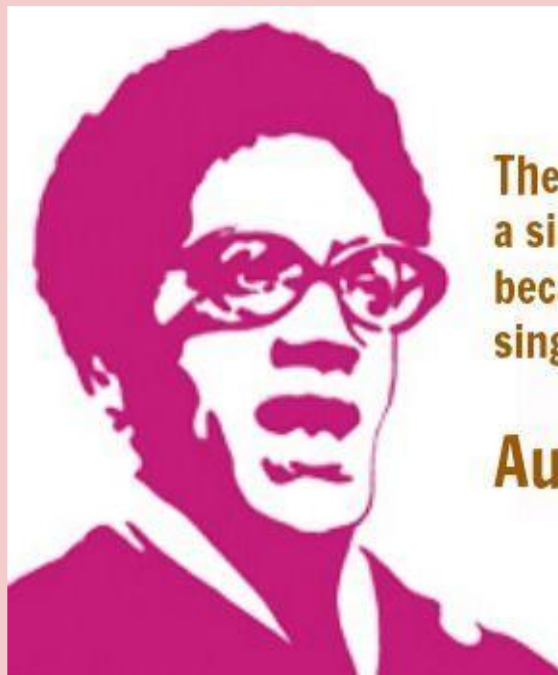
Everyone's name deserves to take up space and time.



Don't be afraid to get educated.

Why do we need to go beyond race when it comes to how we perceive diversity?

- Failing to expand the narrative minimizes what diversity really is “ The differences between us visible and invisible.”
- Identities are complex and intersect. People can experience oppression based on multiple identities.



There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde

The biggest challenge when speaking on issues of diversity is.....

WHITE FRAGILITY

- White Fragility as defined by Robin DiAngelo is "the result of white racial socialization. A state in which a minimum amount of racial stress becomes intolerable triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, guilt, and behaviors such as argumentations, silence and leaving stressed inducing situation. These behaviors, in turn, function to reinstate white racial comfort and status quo."

Conversations surrounding Diversity become stagnant due to White Fragility

- It prevents racial healing.
- Hinders the ability to engage in meaningful, honest conversations due to the burden of catering to white people's emotional comfort.
- Does not give marginalized identities the space to express their feelings.

If we cannot have these honest and much-needed conversations, we will see no progress.





WHERE DO WE GO FROM HERE?

Action Items

- Continue the conversation and address white privilege/fragility/supremacy.
- Be aware of your identity and others around you. Foster cultural knowledge within yourself and your organization.
- Do your own labor and educate yourself (Remember people are still dealing with present and historical traumas)
- Hold leadership accountable
- We are connecting with places that are stolen we need more than just acknowledgements.