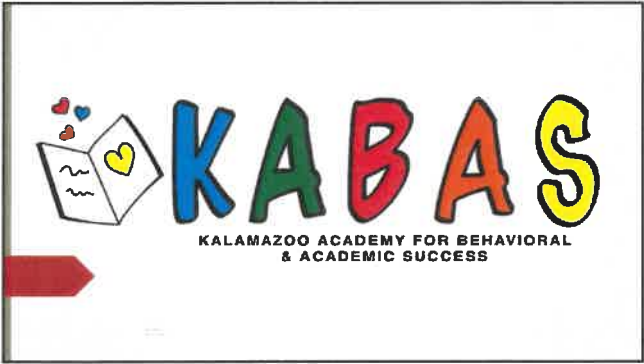
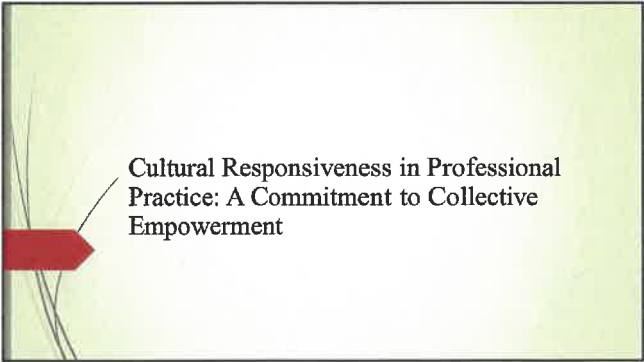




1




2



3

My Hope

- To engage in conversation about
- Culture as a behavior determinant that impacts service delivery
- How intersectionality between socioeconomic status, race, and gender may affect clinical services
- The importance of culturally responsive practices from diagnosis to discharge
- Discuss at least 2 new behaviors that demonstrate responsiveness in clinical practice



4

Some Things to Keep in Mind

- Your role in your organization
- What culture means to you and how you identify yourself in your community
- The culture in your workplace
- The areas of need in your work when it comes to serving diverse populations



5


What is Culture?

6

On the definition of "culture"

- "The extent to which a group of individuals engage in overt and verbal behavior reflecting shared behavioral learning histories, serves to differentiate between groups. ...predicting how an individual within the group act in specific conditions" (Sugai et al. 2012)
- "The discriminated operant of tacting contingencies of reinforcement and punishment administered by a group of individuals" (Fong et al. 2016)

7



On the definition of "culture"

- "The social environment is what is called culture. It shapes and maintains the behavior of those who live in it...." (Skinner 2002, p. 143)
- "arranged by other people" (i.e. (Skinner 1953 p. 419)

8




On the definition of "culture"

- "A collection of the contingencies of reinforcement, both social and physical into which individuals are born and to which they are exposed throughout their lives" (Fong et al. 2019)
- Learned reinforcers and punishers a person or a group (Fong et al. 2016)
- Acquired
- Selects values and behaviors for a community

9

Characteristics of Culture

- Culture is composed of
 - Religion, faith, spirituality, rituals
 - Socio economic status
 - Ethnicity
 - Language
 - Ability/Disability
 - Gender & Sexual Orientation
 - Foods and diet
 - Learned histories*
- Subcultures (e.g., paganism, ABA culture, celebrity culture, southern culture)
- Self-identity is usually at the intersection of these demographics



10


Culture Is Everywhere

- Culture determines
 - Daily routines
 - Parenting style
 - Communication style
 - Health practices
 - Financial practices
- Systemic barriers affect cultural practices
 - Limited resources in financial, educational, health

11


Reflection Activity: Your Community

12



Reflection Activity: Your Clients


13



Culture Impacts Treatment

- Failing to embed culturally responsive practices in the entire treatment process may be harmful
 - Bins: Preconceived notions about people
 - Favorable vs. Unfavorable
 - Learned through association and modeling
 - Maintained by contingencies of reinforcement within communities
 - Conditioned reflexes

14




Culture Impacts Treatment

- Failing to embed culturally responsive practices in the entire treatment process may be harmful
 - Implicit bias "automatic and unconscious stereotypes ... motivate people to behave and make decisions in a certain way" (Gilliam et al., 2016 p 3)
 - Affects decision making
 - Cultural blindness
 - Dominant culture
 - "puzzlement" of others' views
 - Erasure of others identity

15

Culturally Responsiveness Is Important


- Failure to embed culturally responsive practices in the entire treatment process may be harmful
- Unchecked implicit biases have long-lasting impact
 - Misdiagnosis - Black children 5.1 x more likely to be diagnosed with behavioral disorders
 - Timing of diagnosis - Black children receive diagnoses 6mo-3 years later than their White counterparts
 - Waitlists - Who will receive support first
 - Quality of treatment - assessment, and treatment of problem behavior
 - Perception of parents and their participation in treatment (i.e., stubborn, lazy, doesn't care, high-strung)
 - Result in continued inequity in service delivery



16

Importance of Culturally Responsive Practices

- Failure to embed culturally responsive practices in the entire treatment process may be harmful
- Rapport building with families
- Selection and prioritization of target and treatment ("*selection of target is an expression of values*")
- Affect the clinician's selection of treatment, particularly for challenging behaviors
- Support in treatment acceptance for families*
 - Western vs. Eastern vs. Traditional
 - Dominant culture*



17

Defining Cultural Responsiveness: Culturally Relevant Pedagogy (CRP)

- Culturally relevant pedagogy (CRP) - Gloria Ladino-Billings
 - Framework that describes behaviors of effective teachers of Black students
 - Has been applied shown with students from diverse ethnicity, economics, language, and abilities

18

Defining Cultural Responsiveness: Culturally Relevant Pedagogy (CRP)

- The 3 Tenets of CRP
 - Sociopolitical awareness: Educators incorporate social issues into lessons, guide students through critical thinking about their own social views and help students gain a sense of agency
 - Academic excellence: Educators empower students to successfully engage in their own learning
 - Cultural competence*: Educators teach students to honor their own culture and navigate the majority or cultural power

19

Cultural Responsiveness:

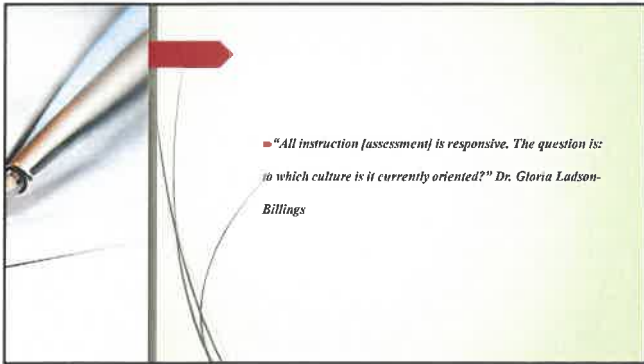
- CRP is the foundation for cultural responsiveness
- Cultural responsiveness is about EMPOWERMENT and CELEBRATION of others cultures for their sakes
 - Empower clients in celebrating and honoring their own culture
 - Embed relevant cultural components within treatment plans
 - Teach responsively to the learner's context

20

Framework for Cultural Responsiveness (Beaulieu & Jimenez-Gomez, 2022)

Awareness	Knowledge	Skill
<ul style="list-style-type: none"> • Tact own culture and its contingencies of reinforcement, • Cultural values that impact our behaviors • Tact own biases and impact on service delivery • Developed through self-reflection 	<ul style="list-style-type: none"> • Tact culture of individuals we serve • How others experience stimuli based on their culture and learning histories • Developed through continued education 	<ul style="list-style-type: none"> • Observable behaviors demonstrating culturally responsive care • Using information about the client's culture to inform treatment

21




■ "All instruction [assessment] is responsive. The question is: to which culture is it currently oriented?" Dr. Gloria Ladson-Billings

22

Responsive Practices: Genuine Curiosity


- Become curious about clients' experiences
- Recognize and suspend existing biases
- Recognize families may have aversive histories with healthcare
 - Distrust in the healthcare system
 - Quality of health care (e.g., Medicaid vs. private insurance)
 - Inequity in access to education, healthcare, and resources
 - Education on ASD, DD, and IEP
 - Stigma and misunderstanding of ASD, DD in some communities
 - Recognize vulnerability
 - Power dynamics*



23

Responsive Practices in Assessment


- Understand the limitations of assessments
 - Lack of diversity in the research
 - Dominant cultural norms
 - Biases against certain groups
 - Language barriers
- Take strength-based approach for clients and parents
 - Education on goals of assessments, rules, and regulations
 - Inclusion in during assessment
 - Discussion of strengths
 - Selection of type of assessments



24

Responsive Practices: Needs Assessments


- Conduct needs assessments during intake process
 - What are your family values that we should keep in mind as we work with your child?
 - Are there religious or other practices you'd like us to know about?
 - What does your support system look like at home?
 - Who in your family will participate in parent trainings?
 - What do you need from your practitioner to help your family become successful in therapy?
 - What is the one thing you struggle with at home on a daily basis?
 - Vulnerability*



25

Responsive Practices: Collaboration


- Prioritize Relationships with Families
 - Engage in a variety of rapport-building behaviors (e.g. Active listening, communication modes)
 - Serve in the community
- Shared power: Assent and consent
- Offer choices of treatment options when possible
- Conduct assessments and individualize caregiver education
- Collect social validity data
- Collaborate with family's advisors or experts



26

Service Delivery: Individualization


- Develop individualized programs including materials- no cookie-cutter programs
- Use resources that are readily available for families
- Understand how some principles may be applied in different topographies cultural contexts
- Consider family dynamics*
- Obtain consent and assent whenever possible**
- Seek treatment feedback from internal and external experts



27

Service Delivery: Supervision & Training

- Understand and your supervisee's cultures in their roles
- Understand power dynamics that exist
- Embed coaching on cultural sensitivity in your supervision sessions
- Provide choices and get consent whenever possible
- Give leadership opportunities
- Plan to discuss and debrief after sessions when necessary
- Discuss cultural sensitivity & code of Ethics



28

Cultural Responsiveness: Organization's Role

- *"If you pit a good performer against a bad system, the system will win every time"* (Rummler & Brache 2013)
- Organizations have a responsibility to set up systems and contingencies of reinforcement that demonstrate how much they value culturally responsive practices
 - Recruitment, hiring, and staff retention practices?
 - Client & employee social validity?
 - Diversity Equity and Inclusion statements?
 - Organizational goal for cultural responsiveness?
 - Leadership training on cultural awareness to cultivate a safe and responsive environment? What policies are in place?

29

Case Studies

30




Be Compassionate

- Scenario:
 - ABA Clinic
 - Attendance issues (e.g., late arrivals, early departures)
- Elements that Increase Vulnerability:
 - Legal Status
 - Economic Status
 - Trauma (war, violence, abuse)
 - Illness

31

Consider Client Culture and Context


- Scenario:
 - BCBA
 - Climate impact and reduction of energy use
- Feedback:
 - Learn about History & Culture
 - Check Cultural Blindness
 - Content Must be "Culturally Relevant" or Valuable to the Audience



32

Consider Client's Cultural Expression and Western-Based Services


- Scenario:
 - Services via Telehealth
 - Child's First Words! Celebration!!!
 - Translator



33

Consider Complexity of Present Power Dynamics

- Scenario:
 - Supervisee with Strong Accent
 - Supervisor Explicit Bias Toward Supervisee
- Power Dynamics & Biases in the Workplace:
 - Consider Your Role, Privilege, & Power
 - Be an Ally - Keep Others Accountable
 - Do Not Be Complicit in the Face of Injustice
 - Policies in Favor of Disenfranchised



34

In Summary

- Culture is a behavior determinant
- Cultural values select socially significant behaviors
- Cultural responsiveness is about empathy, understanding, celebration, and empowerment of others' cultures on a daily basis
- Cultural responsiveness is restorative and can help change systems of inequity
- Clinicians must be responsive in practice, lead with curiosity, and continuously assess
- Organizations must create systems that support culturally responsive practices, top down
- "a blend of both self-awareness and reliance on scientific knowledge is likely to produce the most culturally aware assessment and intervention" (Fong et al p. 87)
- *Individuals have the right to access culturally responsive services***

35



36