

Developing Culturally Competent Treatment with Racially and Ethnically Diverse Clients

Program Description

Many individuals within the indigenous community and global majority remain critically underserved within North Carolina and the larger health services system in the United States. Providers encounter increased demand for culturally/linguistically relevant services by funders, consumers, and other stakeholders. Many health professionals and service organizations want to provide culturally appropriate service but feel unable or unwilling to set aside resources in an already stretched economy. Yet there are many creative ways for U.S. providers to enhance service use by racially or ethnically marginalized.

This workshop will define and discuss culturally competent treatment as an intentional process rather than a finite goal. Opportunities for skill development and cultural impact occur through introspection, discussion, and small group activity.

To personalize engagement, advanced and novice practitioners are requested to a) identify their personal strengths as growth opportunities for professional readiness and b) bring de-identified case examples for small group discussion and problem solving. This program is appropriate for practitioners, researchers, and policymakers as it re-focuses the provider as a public health ally; This is a crucial but sometimes undervalued public service role, with both clinical and macro implications.

Learning Objectives

Upon completion of this workshop, participants should increase their ability to:

1. Describe health treatment using a culturally sensitive lens
2. Explore the influence that self-awareness and implicit bias have in relationship to culturally competent treatment
3. Discuss the link between family and community in help seeking/acceptance
4. Identify the core tenets of your personal model for peer-based consultation
5. Demonstrate the use of clinically specific and culturally relevant tools

Target Audience

This program is designed for mental/medical/public healthcare professionals and service organizations seeking to deliver ethical, culturally diverse, equitably focused, care.

Contact Hours

6.0 hours

Program Agenda

6 hours

9:00am-10:30am	Exploring cultural competency and health
10:30am-10:45am	Break
10:45am—12:15pm	Challenges and strengths that culture brings to the clinical relationship
12:15pm-12:45pm	Lunch Break
12:45-1:15pm	Practicing peer consultation

1:15pm-2:45pm	Using culturally specific tools
2:45pm-3:00pm	Break
3:00pm-4:00pm	Identifying as a culturally competent practitioner/ Q&A for improving macro and clinical praxis
4:00pm	Adjournment

Faculty

Dr. Carmen Crosby (she/her/hers) is a respected thought leader in the areas of diversity, inclusion, and trauma-specific, ethical practice. Drawing from her training as a therapist, clinical supervisor and researcher, her contributions to the field of trauma and violence highlight the importance of social equity and reflexive praxis. Her translational research connects the dots between intersectionality and cultural inclusion, current trends in evidence-based research and her desire to support individuals and organizations toward superior performance. Dr. Crosby approaches these difficult topics through curiosity, skill and a self-effacing manner that is both practical and engaging.

Dr. Crosby received her MSW from University of Michigan where she focused on Interpersonal Practice with Children, Youth, Families and Society. She received her PhD from the University of North Carolina-Chapel Hill where she focused on the development, application, and evaluation of prevention research. Dr. Crosby is a trainer and independent consultant based in North Carolina.