The Ethics of Diversity

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Introduction

- Name
- Ethnic Background
- One expectation for this workshop…

Introduction to Culture

- The Melting Pot
- Nursing mom who was set to jail
- Once
- ER

Meet Lian

- Her World Changed Overnight
- Never Been In A High Chair, Car Seat, Carrier, Stroller
- Never Had Clothes Changed
- Never Slept Alone
- Never Bathed
- Never Wore Diapers
- Ear Infection

Petermeritzberg, South Africa
Meet Nantenaina
• His World Changed overnight
• One Speed
• Hand Washing
• School
• Kitchen vs. Chicken
• Wedgies
• Shoes
• Ear infection
• “Are you going to tell him?”

Meet Kynan
• The culture of foster care
• Collard Greens
• Do-rags
• Ashy skin
• Ebonics

Why is cultural competence an ethical issue?

Are these statements true?

RACE = CULTURE
ETHNICITY = CULTURE
GENDER = CULTURE

• IQ Tests
• Al Sharpton and Tiger Woods
• Florida hospital deports patient
• Gay mom faces deportation
• ‘Homo High’
10% of what makes us up

90% is Culture

Culture is...
An integrated pattern of human behavior that includes thoughts, communications, languages, practices, beliefs, values, customs, courtesies, rituals, manners of interacting, roles, relationships, and expected behaviors of a group and the ability to transmit the above to succeeding generations.

By definition, cross-cultural awareness means not only becoming culturally fluent in other cultures, but having a solid understanding of your own culture.

What cultures do you belong to?

TRIVIA
What is the one minority group that everyone on the planet earth belongs to?
Population Statistics:

- The US gets 1 million new residents every 127 days.
- Immigrants accounted for 40% of the population growth in recent years, and about 1/3 of them entered the US illegally.
- In 1967, 1 in 20 US residents were foreign born. In 2006, it’s 1 in 8.
- Non-Hispanic whites are now a minority in California and Texas, the nation’s two most populous states.
- By the year 2042 whites will be a minority in this country.
- Minorities made up 48% of the children born in the U.S. in 2008, part of a historic trend in which minorities are expected to become the U.S. majority over the next 40 years.

Other Thoughts…

- Healthcare/Social Service outcomes will be more satisfying if the clients’ cultural knowledge and values are understood and integrated appropriately in care planning.
- We need a culturally competent ethical decision making model based on human rights: the fundamental right of all individuals, families, groups, and populations to healthcare that is meaningful, supportive and beneficial.
- The ideal result is culturally congruent care in which practitioners learn about their client’s lifeways and work with them to find satisfying ways to resolve clinical and ethical issues.

- Ethnic minorities currently compose approximately one third of the population of the U.S.
- The U.S. model of health care, which values autonomy in medical decision making, is not easily applied to members of some racial or ethnic groups.
- Cultural factors strongly influence patients’ reactions to serious illness and decisions about end-of-life care.
- Research has identified three basic dimensions in end-of-life treatment that vary culturally: communication of “bad news,” locus of decision making, and attitudes toward advance directives and end-of-life care.

How do people respond to cultural differences?

- Ignore them and hope they will go away, believing that to focus on the differences will just make the problem worse.
- Fail to manage cultural differences and risk experiencing culture shock.
- Recognize the importance of dealing with cultural differences and the possible consequences of taking no action.
- Manage cultural differences – learn to appreciate various cultures, and understand the positive impact of being culturally savvy.
Is this statement true?

When in Rome, do as the Romans do?

When encountering an individual from Rome, pay attention to Roman attitudes and beliefs. Do not assume that all Romans share the same worldview simply because of their cultural origin.

NASW Code of Ethics, Section 1.05
(a) Social workers should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.
(b) Social workers should have a knowledge base of their client’s cultures and be able to demonstrate competence in the provision of services that are sensitive to client’s cultures and to differences among people and culture groups.
(c) Social workers should obtain education about and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical disability.

Competence???
Instead of setting our sights on achieving “competence” we want to engage in the continual exploration of knowledge, skills and values that help to assume quality care for persons of all cultures.

Personal Values
• Culture gives context and meaning.
• Culture is a filter through which people process their experiences and events in their lives.
• Culture influences peoples values, actions, and expectations of themselves.
• Culture impacts people’s perceptions and expectations of others.

Values Play Into Treatment Recommendations
• What if my colleague’s cultural norms and/or values are impacting patient care?
• February 8, 2007 Washington Post Article
What are some ethical issues that doctors would potentially address with patients?

- Birth control
- "Morning after" pill
- Abortion
- Blood transfusions
- Organ donation
- Withdrawing treatment

African Oral Tradition

Dear White Brother,
When I was born, I was black,
When I grew up, I was black,
When I am in the sun, I am black,
When I am ill, I am black,
Whereas you, white man,
When you were born, you were pink.
When you grew up, you were white.
When you are cold, you are blue.
When you are frightened, you are green.
When you are ill, you are yellow.
When you die, you will be grey.
So, of the two of us,
Which one is the man of color?

Q & A
- Evaluations
- Thanks for coming and thank you for participating!