Prescription Before Diagnosis

Is Malpractice

PRACTICING CULTURAL COMPETENCE
Mal - Practice

Mal
bad; wrong; imperfect or defective; ill, less than the standard, deficiency

_Duty to warn starts with a standard of care, protection more than a duty to warn_

Malpractice is...... practicing with less intention, purpose, direction, and attunement.
Outcomes

• Why Cultural Competency

• Why Now

• Consciousness and Commitment
  ...Toward Cultural Competency
Why Cultural Competency?

• Systemic and historical basis

• Diagnosing and treating with insufficiency: information, education, skill, engagement, or accountability

• Disproportionate misdiagnosis or over-diagnosis

• National health disparities noted SAMSHA, US Department of HHS

• Extremely poor treatment outcomes – MH, SA, PG

• Chronic and exorbitant cost to individuals, families, and communities
Why Now?

2014, 2015 News media cases of individuals in situations that end tragically, impacting families and communities at large.

Burgeoning neighborhoods impacted by cultural pain

Widening service delivery gaps....individuals are dying from a hidden disease of Cultural Pain

Stakeholder and funding source accountability for outcomes based services

Swelling population of problem/pathological gamblers and families impacted: emotional, financial, occupation, & health; collateral issue of cultural
Consciousness and Commitment

- Cultural Introspection and Perspective
- Ethical Considerations and Responsibility
- Points of Attunement
Our lives begin to end the day we become silent about things that matter.

Martin Luther King, Jr.
“Most of the issues people go to therapy for are not organic disorders—they are not hardware problems, they are software problems. These issues are the result of the person’s psyche doing the best it can to deal with life experiences—to adapt, survive, and prevent the person from ever getting hurt again” Good Therapy.org
Conscious and Commitment

1- Cross cultural communication
   “Health disparities have multiple causes. One specific influence is cross communication dynamics”     Tip 59, pg 58

2- “We (people of color) carry the color of our skin where ever we go”

3- Provider’s Cultural Identity. Cultural Competence starts long before one becomes face to face with a provider
Conscious Competence Learning Matrix

1 - Unconscious Incompetence

2 - Conscious Incompetence

3 - Conscious Competence

4 - Unconscious Competence
Consciousness and Commitment

1. I don’t know what I don’t know
2. I know what I don’t know
3. I grow and know and it starts to show
4. I simply go because of what I know
Bibliography

• Tip 59   Improving Cultural Competence
  SAMHSA 2014
  Download: http://store.samhsa.gov/product/TIP-59-
  Improving-Cultural-Competence/SMA14-4849
• GoodTherapy.org
• Helping People Find Therapists & Advocating
  for Ethical Therapy
• Black Pain: Our Lives Just Look Like We are Not
  Hurting          by Terrie M Williams
Bibliography

- Raceforward.org
- Sue and Sue 2013
Professional Experience

- Two plus decades of cross cultural conscious and commitment via education, training, literature review, teaching, OTJ experience: cross cultural communication, cultural proficiency, cultural identity development, and accountability; supervision, mentorship, case consultation, international travel experience in cultural adaptability
- Failure, success, risk taking, self examination
What are your reference points toward Commitment and Consciousness?
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