Training Collaboratives: A Means to Enhance Cultural Competency

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Learning Objectives

- Understand what a training collaborative is
- Discuss why training collaborative in lieu of didactic teaching may be more effective for cultural competency training
- Describe a specific training collaborative to enhance the cultural competency of the Peer Workforce
Background of Peer Cultural Competency Training Collaborative

- In June 2015, Bringing Recovery Supports to Scale Technical Assistance Center Strategy (BRSS TACS) awarded Baltic Street, AEH a subcontract
  - to develop peer cultural competency training material

- Four focus groups with peer providers to discuss:
  - cultural identity
  - role of culture and recovery
  - exploring different worldviews

- Became evident such a format ideal to carry out conversations about culture, mental health and recovery
Becoming Culturally Competent...

- Not an end point
- Exist from a place of ‘not knowing’
- Requires ongoing reflection
- Can be uncomfortable
What is a Training Collaborative?

- Allows each participant to be involved in the “training” of others by sharing their cultural experiences, challenges and strengths

- Provides an opportunity for participants to have a safe space to reflect on their own culture and worldviews, and its effect on their recovery

- Facilitated but, not taught
Peer Cultural Competency Training Collaborative (PCCTC)

- PCCTC utilizes a group format
  - centered on guided discussions
  - 4 sessions with 8 – 10 peer providers over 2 months

- Allows each participant to be involved in the “training” of others by sharing cultural experiences, challenges and strengths

- Participants will obtain skills on how to have conversations around culture as it will be practiced at each session
Facilitator’s Guide

- Contains all the logistic and content information needed for a facilitator/organization to conduct the PCCTC
  - prepare for the PCCTC
  - techniques on how to carry it out
  - a Facilitator’s checklist
  - 4 detailed Discussion Guides that cover important cultural competency principles and themes
  - “At Work” Activities
Session 1: Exploring Cultural Groups, Identities and World Views - Part 1

Goals

- Develop Group Expectations – connect Group Expectations to definition of culture
- Understand culture and expand its definition
  - Inherited cultural
  - Experiential culture
- Create working definition of culture
Session 1: Exploring Cultural Groups, Identities and World Views- Part 1

Defining Culture:

- What makes up a culture?
- What are some examples of cultural groups?
- What do you think of when you hear the word culture?
- What are examples of cultural groups?
- Are there cultures that can come from shared experiences?
- Are there certain values and beliefs that come from experiences that can be seen as culture?
Session 2: Exploring Cultural Groups, Identities and World Views - Part 2

- **Goals**
  - To become aware of one’s own cultural identity
  - To understand cultural identity is dynamic
  - To understand changing and different worldviews of cultural groups
Session 2: Exploring Cultural Groups, Identities and World Views- Part 2

- Have each participant share the cultural groups they belong to, i.e. describe their cultural identity, and if it has changed over time?
  - What are the cultural groups you belong to? It can include your race, ethnicity, religion, where you grew up, experiences you have had?
  - Have these groups changed over time? Has your cultural identity changed over time?
  - Why have they changed over time?
  - Have you chosen to identify or not identify with a cultural group?
Session 3: Navigating Cultural Differences and Role of Culture In Recovery

- **Goals**
  - To become aware of how cultural groups/cultural identity was a strength or barrier to one’s recovery process
  - To understand the cultural differences among peers, providers and the people they serve
  - To navigate the cultural differences among peers, providers and the people they serve
Session 3: Navigating Cultural Differences and Role of Culture In Recovery

The medical model may sometimes feel in conflict with peer-delivered supports. Doctors are trained in a hierarchical structure – seniority in medical culture is very important. Providers are ultimately liable for the well-being and safety of patients. This may cause resistance in including peers into decision-making.

- What are your thoughts on how peers fit and are treated in the medical model?
- How has this affected your ability to work and be successful?
Session 4: Cultural Activation

 Goals

• Understand cultural activation
• Understand why cultural activation is important in therapeutic relationships
  o Sharing cultural information to incorporate in treatment/discharge planning
• Discuss strategies and ways to encourage cultural activation with the people you serve
  o While remaining respectful of their needs and interests
• Offer prompts for the sharing of cultural information with the people you serve that may be of importance for a provider to know
Session 4: Cultural Activation

- Cultural activation can have a positive impact on recovery as it informs treatment and discharge plans to be more patient-centered
  - What are the benefits of a consumer being culturally activated?
  - Be sure to include a discussion about
    - Not allowing assumptions about cultural affiliations to direct interactions
    - Feelings of empowerment to share important cultural information about themselves
  - What kinds of cultural information may be important in discussing treatment and discharge plans?
Thank you for participating with us today!

For questions or interest in having your agency run the Peer Cultural Competency Training Collaborative (PCCTC)

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