



Beyond Cultural Competency

Pamela End of Horn, MSW, LICSW

Pamela.Endofhorn@ihs.gov

Culture as a value-laden term

- Values are cultured.
- Culture as defined through three meanings:
 - Group of people who “belong together” by value of some shared features.
 - A systemic organizer of psychological systems of individual persons; culture “belongs to” the person.
 - The term “belongs to” how the person and the environment are interrelated.
- (Valsiner, 2003)

How to work with “cultures.”

- Basic strategies
 - Ignore them.
 - Focus on inter-individual difference.
 - Individual differences are stable phenomena between persons.
 - Focus on intra-individual differences.
 - Expect individuals to change which destabilizes them which leads to further change.

Beyond Cultural Competency

- Care must be responsive to community felt needs and political patterns.
- Not a clinical skill but an opportunity so that local customs, perspectives, social networks are incorporated into the care provided.
- Culture is value laden within the community and care which serve the community.
- Sustained dialogue between the community and the care services.
- (Smith, Morris & Epstein, 2014)