

CULTURAL EQUITY



Juvenile Justice Training Academy
JPO | JSO Professional Development Course
September 1, 2017



Performance Objectives

- Describe how cultural identity is formed.
- Explain the impacts of culture.
- Apply strategies for fostering cultural equity in a professional setting.

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Defining Culture

Traditions

- learned and shared
- conscious or unconscious
- beliefs and knowledge
- standards and values
- attitudes and behaviors



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Subcultures



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Activity | Connections



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Cultural Identity

Stage One
Unexamined
Ethnic Identity

Stage Two
Ethnic Identity
Search

Stage Three
Ethnic Identity
Achievement



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Analyzing the Impact



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Benefits



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Challenges

- Stereotypes
- Biases
- Assumptions
- Prejudice
- Discrimination



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Activity | Do You Know the Difference?

behavior racism hate moral
prejudice ignorance race
discrimination
exclusion individual difference ethnic
attack harassment

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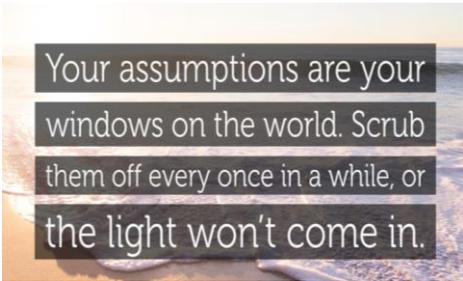
Stereotypes

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Biases

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Assumptions



Your assumptions are your windows on the world. Scrub them off every once in a while, or the light won't come in.

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Prejudice



HATE

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Discrimination



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Additional Hurdles



- Disparities
- Miscommunication
- Misunderstandings
- Media Control

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Impact on the Workplace



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Cultivating Equity

Cultural Perspectives

- Cultural Diversity
- Cultural Competence
- Cultural Humility
- Cultural Equity



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Strategies



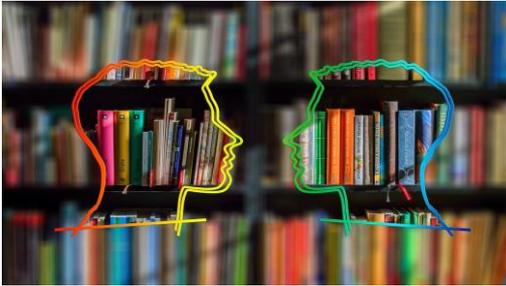
Removing systemic barriers

Individual Strategies

- Increase personal growth
- Keep biases in check
- Perform self-assessments
- Build working relationships

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Activity | What Do YOU Do?



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Final Thoughts

- Culture defines our identity and shape thoughts and behaviors.
- Culture impacts us with benefits and challenges.
- Use various strategies centered on cultivating cultural equity to eliminate disparities and unfair treatment.
- Recognize biases and make decisions based on needs, not culture.

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