Cultural Competence: Providing Ethical Services in an Increasingly Diverse World

Most educator development and evaluation systems include professional standards or competencies related to **cultural competence**. In the context of an increasingly diverse and VUCA world (volatile, uncertain, complex and ambiguous), it is essential that educators, therapists, coaches, clergy, safety providers, health care providers, businesses, non-profits and all those whose purpose is to help bring healing to our planet, be culturally competent. This includes a call to culturally competent action focused on making appropriate services available to traditionally marginalized groups of people.

Typically, cultural competence standards are organized around three domains:

(a) attitudes and beliefs- an understanding of one's own cultural conditioning that affects the personal beliefs, values, and attitudes of a culturally diverse population

(b) knowledge- understanding and knowledge of the worldviews of culturally diverse individuals and groups, and

(c) skills-an ability to determine and use culturally appropriate intervention strategies when working with different groups in our society

Three specific learning objectives for participants:

1. Participants will learn *5 Principles of Cultural Competence* and connect these principles to their personal and professional experiences
2. Participants will learn how to use the *cultural competence continuum* as a tool for assessing personal and organizational development, and, to make connections to the political dimensions of educational practice, barriers and microaggressions, and the sociopolitical implications of oppression: trust & mistrust in the system
3. Participants will learn and use 4 Principles for engaging in *courageous conversations about race*

Laura Purnell, Ph.D., ACHT

"Laura is a lively, intelligent presenter who brings her sense of humor, purpose and vulnerability to each session. Her presentations are consistently rated by participants as focused, relevant, and transformational." (Administrator)

"This woman walks and teaches in advocacy and hope. She is a turbine with a power-point presentation and real-life stories, unhesitatingly facing race relations, cultural-blindness, white privilege/fragility, inequitable outcomes, and our responsibility for developing cultural competence and taking action in a complex and waking world." (Doctoral student in Transpersonal Psychology)

I have recently had the pleasure and privilege of taking a Cultural Diversity and Competency course with Dr. Laura Purnell as part of my Doctoral Program. Dr. Purnell has a wealth of experience which adds volumes to the course content. She speaks openly, honestly and with great courage about a sometimes-delicate topic. Dr. Purnell creates an atmosphere in the class that is a safe space for participants and students to have this same courageous conversation!!- (J.B. LCSW-C, ACHt)

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