

“Your Blues Ain’t Like Mine”

Using culturally responsive approaches to promote family resilience

Goals for our time together. During this session we will...

- ▶ Define worldview and axiology and discuss their importance in our work
- ▶ Discuss cultural differences in axiology and its impact
- ▶ Enhance our understanding of our own axiology and biases and how they affect how we provide service
- ▶ Learn strategies to become more aware and employ culturally responsive strategies.

Gracious Space- What is it?

- ▶ To create and maintain an environment in which honesty, equity, reciprocity, and partnership can thrive; the group enters into an agreement on honoring “Gracious Space”. The difference between gracious space and ground rules are that “rules” are things and often are set by others, have punitive consequences, and have a restraining connotation. Gracious Space is all about honor and respect for the place, time and people involved in a particular conversation. It allows for safe space in which to engage in real meaningful thought and conversation.

What are Worldview and Axiology

- ▶ **Worldview-** 1. The overall perspective from which one sees and interprets the world. 2. A collection of beliefs about life and the universe held by an individual or a group. In both senses also called Weltanschauung.
- ▶ **Axiology-** is the philosophical study of value. It is either the collective term for ethics and aesthetics—philosophical fields that depend crucially on notions of worth—or the foundation for these fields, and thus similar to value theory and meta-ethics.

ETHNIC GROUPS	AXIOLOGY (Values)	EPISTEMOLOGY (Way of knowing)	LOGIC (Principles of reason)	PROCESS (Practice of reason)
European Euro-American	Member-Object The highest value lies in the object or the acquisition of the object	Cognitive One knows through counting and measuring	Dichotomous	Technology All sets are reproducible and reproducible
African African-American Hispanic Arabic	Member-Member The highest value lies in the interpersonal relationships between persons	Affective One knows through symbolic imagery and rhythm (i.e., functionality)	Dialectical The union of opposites	Mythology All sets are interrelated through human and spiritual networks
Asian Asian-American Polynesian	Member-Group The highest value lies in the cohesiveness of the group	Conative One knows through striving towards the transcendence	Heaven The objective of the world is conceived independent of thought and mind	Cosmology All sets are independently interrelated in the harmony of the universe
Native American	Member-Great Spirit The highest value lies in the oneness with the Great Spirit	Inspirational One knows through reflection and spiritual receptivity	"Great Mystery" medicine wheel(4 directions plus 3 elements, above, in, and below	Transcendence All sets of life are interrelated through the internal, plant, human, and spiritual networks

Why Is this important??

- ▶ Worldview and axiology frames how one sees and moves in the world.
- ▶ Different cultural groups have different worldviews and axiologies
- ▶ Many of our interactions are across cultures and worldviews
 - ▶ Relationship vs. Rapport
- ▶ The dynamics of power can effect our interactions
- ▶ Many times we are not conscious of how/when our axiology is driving our behavior.

Implicit Bias

- ▶ Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

Implicit Bias cont.

- ▶ The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

A Few Key Characteristics of Implicit Biases

- ▶ Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- ▶ Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- ▶ The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- ▶ We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- ▶ Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

How does this impact how we provide service?

- ▶ How we judge the actions and behavior of families
- ▶ How we characterize families
- ▶ What have we said inside our head????
- ▶ Accountability
- ▶ Resistance

What can we do?

- ▶ Do our own work
 - ▶ Recognize your own bias
 - ▶ <https://implicit.harvard.edu/implicit/takeatest.html>
- ▶ Call ourselves on our stuff
- ▶ Question quick assessments
- ▶ Be curious
- ▶ Ask “Why would anyone behave that way?” And be open to new answers and information.
- ▶ Learn to listen and observe differently.

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