

"Build Bridges!"
Cultural Competence for Teens

Health Careers Academy Scholars
YEAR 1 - January

"Build Bridges!" Cultural Competence for Teens Introduction 10 minutes



CURRENT EVENT HEALTHCARE-RELATED TOPIC CAREER SPOTLIGHT (HCA Coordinator)

PRE-TEST



SAY: Today we're going to be talking about cultural competency. "Everyone comes from somewhere!" Culture is much more than where we live in the world, isn't it? It's a part of who we are! It's important to "Build Bridges" of understanding with others.



ACTIVITY CU-1: "Why Should We Care About People We Don't Know." In teams, take a moment to respond/answer these questions. (READ THEM). You'll have about 10 minutes to complete this activity and then we'll share our thoughts. *DEBRIEF: In the healthcare environment, you will meet many people who think and act differently that you do. It's important for us to have a common understanding of culture because what we say and do can have a tremendous impact on others.*

Comments:

**“Build Bridges!”
Cultural Competence for Teens**

Health Careers Academy Scholars
YEAR 1 - January

**“Build Bridges!”
Cultural Competence Teens
Learning Objectives
10 Minutes**



ASK: Why do you think “cultural competence” is important for us to talk about? Can you think of a time when someone treated you differently because of the way you looked or the color of your skin? How did it make you feel?

SAY: Let’s take a look at what we want to accomplish today.

- 1) We’ll introduce/define culture.
- 2) We’ll explore our different features and perspectives of culture.
- 3) We’ll discuss the differences of culture as it relates to communication and language.



According to Dr. Josepha Campinha-Bacote in her book “The Process of Cultural Competence in Delivery of Healthcare Services,” Cultural Competence is the DESIRE to put aside prejudices and focus on four key components of cultural competence defined as: Awareness, Skill, Knowledge, and Encounters. If you have the DESIRE, you can change the world!



ACTIVITY CU-2: “Boost Cultural Competence.” How well do you relate to people who are different than you? *DEBRIEF: We have a way to go don’t we!*

Comments:

**“People hate what they
don’t understand.”**

10 minutes

“People hate what they don’t
understand.”

Health Careers Academy Scholars
YEAR 1 - January



SAY: We just looked at people/cultures vastly different from us. Our words speak a language all their own! What do you think of this statement? (READ IT). You’ve probably heard the term tolerance used over the years, but what does it really mean?



ACTIVITY TOLERANCE SURVEY (Distribute Survey to Students).
DEBRIEF: *Be more tolerant of others.* Oftentimes, we are too quick to judge others and circumstances, when we don’t truly understand what’s going on. So, regardless of our “differences,” we need to learn, care, and respect others.

Always seek to find the truth **FIND YOUR OWN TRUTH.** Do not rely on the “truth” of others. Chances are they are **WRONG!** **SHARE:** If there is anything that you’d like to share with the students about something you were wrong about or made a bad decision based on what someone told you. Perhaps, you believed a lie **OVER** the truth. What lesson(s) did you learn?

Comments:

Why Talk About Cultural Competence?

15 minutes

Why Talk About Cultural Competence?

Health Careers Academy Scholars
YEAR 1 - January



SAY: Did you know that you are uniquely made! There is no one else like you in the entire world. You are one of a kind. Did you know that our differences in what we believe or don't believe about culture is related to what we heard growing up. These experiences have positive or negative outcomes, don't they?



ACTIVITY CU-3: "Who Am I?" Take 15 minutes and answer the following questions:

- 1) Do you speak a language other than English?
- 2) What foods do you like?
- 3) What is considered respectful/disrespectful in your family?
- 4) What music do you like to listen to?
- 5) What are celebrations like in your home?



ASK: Were your responses alike/different? Explain the differences?
Debrief: If these questions were given to students of a different culture, their responses would more than likely be totally different, too.

Comments:

Cultural Competence Is ... 5 minutes

Cultural Competence Is ...

Health Careers Academy Scholars
YEAR 1 - January



SAY: Culture is ... The metaphors we use, humor, stories, rituals, use of space, how we greet people, our communication style, how we celebrate, the way we learn, our status symbols, and much more.



Culture is understanding that our beliefs and ways are different from each other. And some of these beliefs were probably handed down from one generation to the next. Here's a **HANDOUT H-1** to reinforce what "Culture is"

So, when we think or talk about behaviors and beliefs that a certain group of people have in common, we are talking about culture.



2 ACTIVITIES CU-4: "Roots" and "What's In A Name?" At our next class meeting, be prepared to talk about your roots and the origin or your name (*Suggestion: Share with them your name and the origin of YOUR name*).

Comments:

A Word About Culture

10 minutes

A Word About Culture

Health Careers Academy Scholars
YEAR 1 - January



SAY: When we think of culture, we now know that we think about our beliefs, values and experiences. Everyone has culture. Everyone is different. Traditionally, these shared beliefs are passed down from generation to generation.



ACTIVITY CU-5: "Culture: Through Different Eyes." Let's participate in another activity about understanding our culture/traditions and how they differ from others. Let's take a closer look at:

Celebrations (Birthdays? Holidays?)

Greetings (Hugs/Kisses? Secret Handshakes?)

Education (Technical College? College?)

Beliefs (Biases? Prejudices from Another Generation?)

Family Life (Eat together? Play Together)

Social Life (Activities, Friends? Dress? Slang?)



ASK: How do you think the US has shaped your view of culture?

DEBRIEF: You know, if these questions were presented to students of a different culture, their responses would most likely be totally different than yours because they have been raised in a different culture.

Comments:

Now You See It ... Now You Don't! 10 minutes

Now You See It ...

Health Careers Academy Scholars
YEAR 1 - January



SAY: We've looked at the concept of an iceberg in a previous module.

ASK: How much of an iceberg is above the water and how much of it is underwater. Only about 1/8th of an iceberg is visible (*very small compared to what is below the surface*). Culture is similar to an iceberg because some aspects are visible and many others can only be guessed or learned as OUR knowledge and awareness of culture grows.

ASK: Why is it important to understand the two? **ANSWER:** Invisible aspects influence and cause the visible ones.



ACTIVITY CU-6: "Visible/Invisible." Based on **ACTIVITY C-5's** Worksheet, discuss *visible* features and those which are *invisible*. Ask students to label the iceberg with visible/invisible features (*those above/below*).



For example: Biases or values can not be directly seen, but holiday traditions can.

Comments:

C—U—L—T—U—R—E

10 minutes

Cultural Competence

Health Careers Academy Scholars

YEAR 1 - January



SAY: Now that we've talked about culture, let's come up with our own definition of culture or the various aspects of culture.



EASEL CHART ACTIVITY Write the word **C-U-L-T-U-R-E** across the top of an easel chart. Let's create our own definition for culture based on what we've discussed together today.

Culture has to do with values, beliefs, customs, traditions, collective, shared by a group, everyone has culture, culture is learned, influences and shapes our behavior, transmitted from generation to generation, unconsciously aware of their behaviors and attitudes.

DEBRIEF: We all have common needs, don't we?



SAY: Let's talk just a moment about differences in communication styles and our own biases. Often times, the way we communicate or not has to do with our own biases—Biases about what we believe and who we are.

Comments:

Learn About Your Heritage 10 minutes

Learn About Your Heritage

Health Careers Academy Scholars
YEAR 1 - January



SAY: Most of you have heard the question, “Which came first? The chicken or the egg!” Well, we can relate this back to our own heritage. How many of you know where your parents were born? What about your grandparents? Or even your great-grandparents?



ACTIVITY C-7: “I Was Born” In the **C-4 ACTIVITY**, we talked about our “Roots” and that “Everyone Comes from Somewhere.” In this particular activity, interview your oldest living relative and **SHARE** a photograph, as well as the following information for next week. (REFER TO ACTIVITY SHEET)

SHARE your heritage, too, as an example for them to follow.

Comments:

We View the World In Different Ways 5 minutes

We View the World In Different Ways

Health Careers Academy Scholars
YEAR 1 - January



SAY: People usually behave the way they do because of the things they believe it and what they value as human beings. So, in order to begin to understand people of other cultures, it's important to have an understanding of your own.



ASK: How does it feel when someone treats you as an outsider? Does anyone know what the term cultural stereotyping comes from and how it can relate to jobs we might apply for in the healthcare field.

For example: It is wrong to stereotype nurses as being all female or to indicate that because you are African American that you can only work in Food Services. **ASK:** How can we avoid this type of stereotyping?



TEAM ACTIVITY In teams, describe an instance when you looked at someone to be an outsider. Why did you feel that way?

Comments:

Americans Value ... 10 minutes

Americans Value ...

Health Careers Academy Scholars
YEAR 1 – January



SAY: It's important to remember that no one American is the same as any other American. *Our* core beliefs and values create *our* culture. Values shape the way we view our relationships, attitudes, choices, and who we are. Positive values produce positive actions!



OUTSIDE ACTIVITY: "My Family Values!" Create a collage or poster to share your family values for next week.



There was a time in our recent history when America came together in a unified front—**ASK:** Who can tell me what day this was? That's right—9/11. Our world changed forever on 9/11/2001. On that day, it didn't matter how many titles were behind your name or the color of your skin. Thousands died.

Before United Flight 93 went down in Pennsylvania, the passengers did something that many Americans take for granted - something very American? They VOTED. They voted as to whether or not to storm the cockpit. They made the decision to do so and thwarted a potential terrorist attack on the White House. *DEBRIEF: Never GIVE UP or become complacent!*

Comments:

“Dawg!”

15 minutes

“Dawg!”

Health Careers Academy Scholars
YEAR 1 - January



EASEL CHART ACTIVITY—SAY: I want you to think up as many “slang phrases” that you use in communicating with your friends. *(KEEP IT CLEAN). (Suggestion: SHARE “slang phrases” from your generation with them. Divide them into teams, the team with the most correct answers gets candy).*



SAY: Our communication styles “dialect” are very different from each other because of our generations, backgrounds, beliefs, and family experiences. And, communication has very little to do with words! It’s actually based on three factors: the words we use, the words we choose, and nonverbal clues.

ASK: What was communication like in your family growing up? Now think about all the ways we have available to use today to communicate with each other. **ASK:** Has there ever been a time where you attempted to communicate something, and the message was misunderstood or you stood up for something that wasn’t very popular? Explain how you felt. Always be a person of integrity and stand up for what you believe!

Comments:

Developing Positive Relationships

5 minutes

Developing Positive Relationships

Health Careers Academy Scholars
YEAR 1 - January



SAY: Have you ever met someone and didn't like them? You can't say why, but there was just something about them? Then, once you got to know them you found out you were **WAY** wrong? Take the time to get to know people by developing **POSITIVE** relationships.



HANDOUT H-2: "Developing Positive Relationships." Here's a handout for your reference.

ASK: What are some ways that you and your family can strengthen family ties? (For example: Tell stories, play cards/games, **SHARE** a meal, etc.). (*Suggestion: You can list these on an easel*).



SAY: You may not like everyone you meet. And, you may even be uncomfortable in certain situations (like being around people with a visible disability). But, get to know them first. Treat the other person the way you would want to be treated.

Comments:

Keep Your Culture! 10 minutes

Keep Your Culture!

Health Careers Academy Scholars
YEAR 1 - January



SAY: Hanging on to your culture is what makes you distinct. If one of your parents was born in another country, then that country/culture other than the US, then it is partially your culture, too!

Once you get past all the stereotypes you see on TV, you realize that there is no such thing as an (average America). For example, the way we greet each other, the clothes we wear, the food we eat, and the holidays we celebrate.



ACTIVITY CU-8: “Keep Your Culture” Matching. Take a moment to match these culture facts with the correct country.

DEBRIEF: Most countries have their own unique culture. Never forget where you came from and embrace ALL cultures!

Comments:

Generalizations versus Specifics

5 minutes

Generalizations Versus Specifics

Health Careers Academy Scholars
YEAR 1 - January



SAY: When we think of generalizations, we usually think about stereotypes. It's important to qualify ALL generalizations and CHOOSE better word choices.

ASK: Is this statement TRUE. **SAY:** "Snakes are harmful."
This statement is a generalization about snakes. What can qualify this statement? For example: qualifiers can be few, many or some.



DEBRIEF: *Not ALL snakes are harmful. Right? Few snakes are harmful. Many snakes are harmful. Some snakes are harmful.*

ACTIVITY CU-9: "Americans, Generally Speaking ... " READ the statements and say why you agree or disagree with it. How could you qualify these statements?

ASK: What is the one thing you can do to make a difference whether at school or home? CARE ... Care about others.

Comments:

Character Moment
CARING
5 minutes

Character Moment
Caring

Health Careers Academy Scholars
YEAR 1 - January



SAY: When you reach out to others and generally begin to care about others (before yourself), you can truly make a difference in the world.

Comments:

Wrap It Up ... The End!

5 minutes

Wrap It Up ...

Health Careers Academy Scholars
YEAR 1 - January



SAY: RAP IT UP: There are several things we talked about that you need to do before our next class time together:

- **Distribute POST Test**
- **Evaluation**
- **Interview and bring in a photo of your oldest living relative.**
- **Create a collage of your family's values to share.**

TAKE HOME ACTIVITY "Crossing Borders." Thought this might be a fun activity for the students to explore another culture. For all of the things they do, you can stamp their sheet.

This would be fun to put on card stock and perhaps use a digital camera to take photos of them.

Comments:
