



## Will Lewis Story

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What Will had to say to judges at NCJFCJ conference in San Diego about how poverty associated trauma dilutes the effectiveness of evidence-based practices and programs

# Must Address Physiological Needs for EBP's to be Effective

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**There is no such thing  
as single-issue struggle  
because we do not live  
single-issue lives.**

**–Audre Lorde**



# Culture

- ▶ The shared characteristics of a group
  - ▶ Geography
  - ▶ Language
  - ▶ Social behaviors
  - ▶ Art/music
  - ▶ Values and beliefs
  - ▶ Cuisine
  - ▶ Customs



# Cultural Identity

- ▶ How individuals label themselves and are labeled by others relative to specific groups.
  - ▶ Nationality
  - ▶ Race
  - ▶ Social class
  - ▶ Ethnicity
  - ▶ Gender
  - ▶ Profession
  - ▶ Political
  - ▶ Religion
  - ▶ Sexual identity



# Cultural Identity

- ▶ The goal of inclusion is to incorporate the power of the diverse experiences, by understanding the **cultural identities** of your team members.
- ▶ Inclusion is about taking into consideration the different **lived experiences** of those within the organization.



# Cultural Identity

- ▶ Cultural Identity are the ways in which people categorize or identify themselves as members of a group.
- ▶ Cultural identity could include religion, political party, race, ethnicity, gender, nationality, disability, etc.
- ▶ Cultural identity impacts how we define our encounters and interactions with other.



# Why is one's cultural identity so important?

- ▶ It's connected to a sense of belonging.
- ▶ It connects a person with a shared set of companionship, principles, or beliefs for living.
- ▶ Through cultural we connect with others who have the same or similar traditions, values or belief structures.
- ▶ It is the foundation from which our life boundaries are established.





# Why is one's cultural identity so important?

- ▶ The comfort and security of sameness.
- ▶ Cultural diversity is about a group and cultural identity is about the individual.
- ▶ Cultural identity impacts how people differences are evaluated.
- ▶ In an classroom teachers should support the cultural identities represented in the classroom.

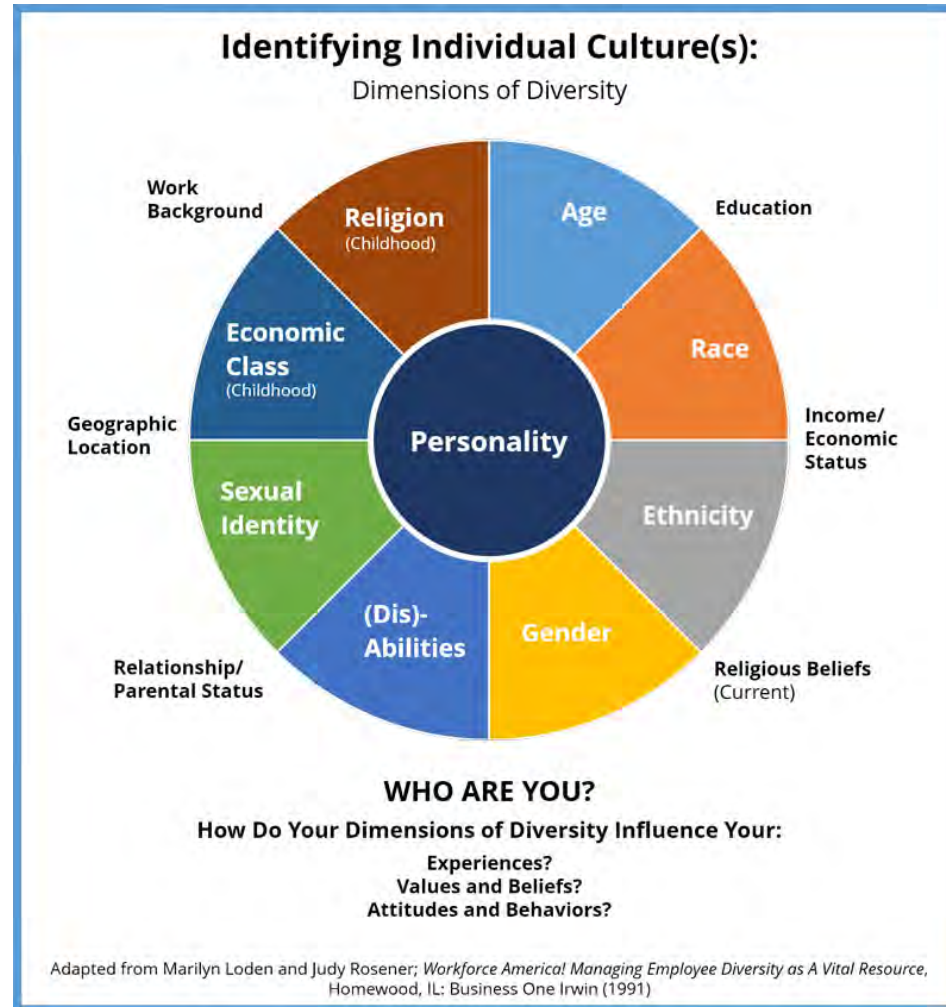


# Why is one's cultural identity so important?

- ▶ Culture is about the beliefs, norms, behaviors, values and customs that specific groups embrace as acceptable.
- ▶ Identity is about what an individual decides is acceptable and true for them
- ▶ Culture Identity then is formed when individuals interpret and incorporate influences from the groups around them into their own identity in order to belong.



# What defines and shapes a person's cultural identity?



# Cultural Identity v. The Dominant Cultural

- ▶ A dominant culture is one whose values, language, and ways of behaving are imposed on a subordinate culture or cultures through economic or political power.
- ▶ The dominant culture is seen by who sets the rules and norms in society or within an organization.



- ▶ Cultural identity changes over generations:
  - ▶ Priorities
  - ▶ The change in social norms
  - ▶ Different experiences
  - ▶ Education
  - ▶ Socioeconomics
  - ▶ Cultural integration



# Three myths about Cultural Identity

- ▶ That its fixed. It is dynamic and it evolves as we affiliate with different groups.
- ▶ Some of us don't have a cultural identity.
- ▶ That our cultural is mainstream.



# How to deal with a crisis of cultural identity

- ▶ Build your awareness of your own cultural identity.
- ▶ Consider where your cultural identity might align or misalign with the situation at hand.
  - ▶ How has my cultural identity affected my reaction to this situation?
  - ▶ Does my cultural identity reflect the person I want to be going forward?
  - ▶ If there is conflict with another person, can I look at things from their perspective?
- ▶ [What is Cultural Identity and Why is it Important? - Exceptional Futures](#)

