

Recommendations for Service Providers on how to Practice Cultural Competence

- Any practice that is harmful to children/ youth should never be justified in the name of culture and/or religion.
- Service providers act as educators for parents who engage in certain child-rearing practices, and do so in a respectful way so as to not further disempower these groups.
- Subjectivity in assessments should be practiced and valued in order to better service diverse families.
- Service providers should not be fearful of discussions on culture and racism; but by acknowledging these they can actually facilitate a more efficient and harmonious outcome by working WITH the families.
- Many groups come from collectivist cultures, that value strong family and community cohesion and the inclusion of the community and extended family in child-rearing. These should be considered strengths that service providers emphasize when working with these groups.
- Use cultural information to understand the client group, and not to negatively stereotype them.
- Involve all members of family (even extended if necessary).
- Emphasize that all matters are confidential and precautions will be taken to ensure the matter in question will remain private.



- It is important to understand how acculturation affects migrant groups coupled with culture.
- Service providers should attempt to distribute information in the first language of the populations they serve.
- Must determine 'how much' culture should be considered in addressing child abuse issues.
- The five most common risk factors for child abuse are: domestic violence, alcohol and substance use, mental health issues in caregiver, housing issues, and financial issues. **THESE AFFECT ALL CULTURES!**
- Cultural Competency is an on-going skill that is a lifelong journey and requires:
 - Non-racist attitudes.
 - Willingness for self-reflection.
 - Having culture awareness/knowledge.
 - Having a sense of efficacy to work in culturally diverse communities.
 - Empathy and understanding of others.
 - Respectful engagement, expressed interest, efficient/responsive practice, regular contact, and the provision of support and information.
 - Having face-to-face time to engage with families.

Recommendations adapted from Sawriker's (2017) book *Working with Ethnic Minorities and Across Cultures in Western Child Protection Systems*.

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