

Latin American Youth Center

How to engage youth of color ?



Welcome & Introductions

- Meet the Facilitators



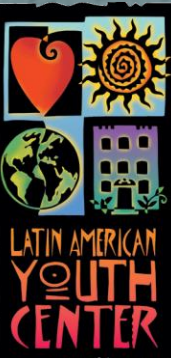
Objectives

- o Discuss the LAYC PYD approach and agency best practices
- o An understanding of the difference between cultural competency and cultural humility
- o Increased awareness of internalized bias and growth opportunities
- o Recognizing opportunities for diverse cultural spaces in the classroom
- o Identifying resources available to support this work



Latin American Youth Center (LAYC)

- o Multi-service organization serving the DC region for over 40 years
- o Focus on positive youth development
- o Service areas include:
 - o Education & Workforce
 - o Housing
 - o Mental Health/Substance Abuse
 - o Intensive Case Management
- o Founded 4 Charter Schools
- o Serving DC, Prince George's County, and Montgomery County Maryland

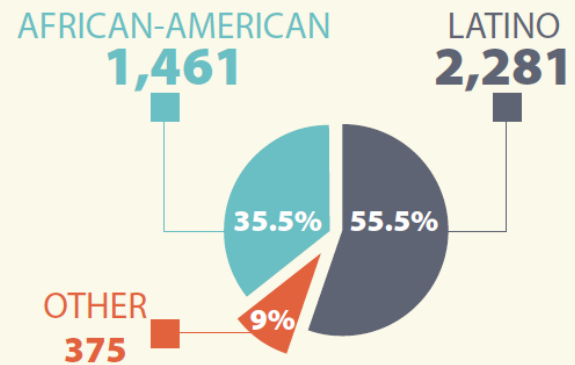
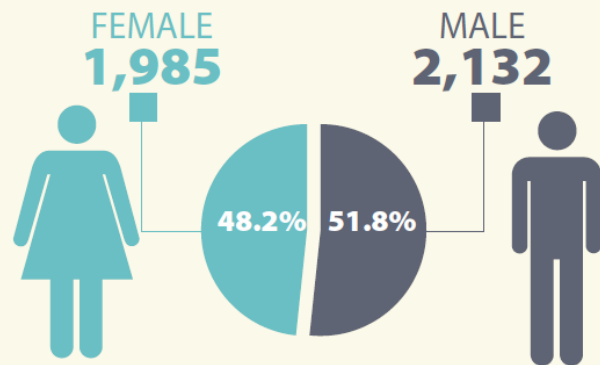


Who We Serve

Latin American Youth Center

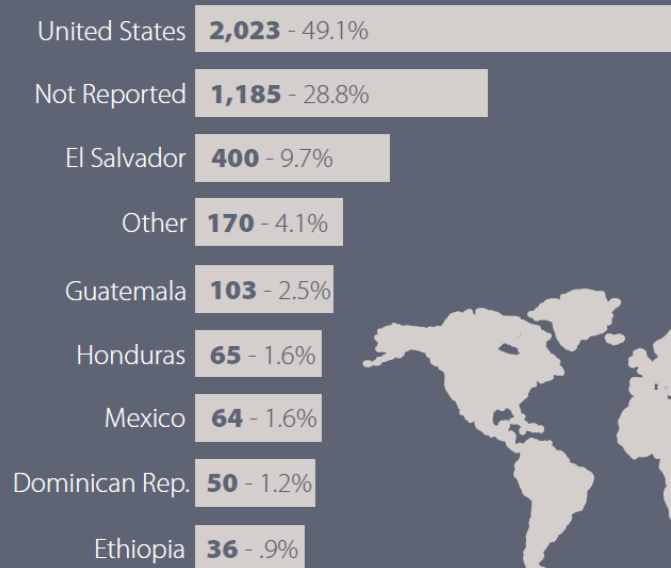
LAYC served 4,117 individuals between October 1, 2013 and September 30, 2014.

WHO WE SERVE

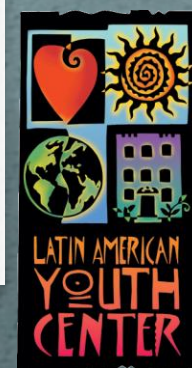
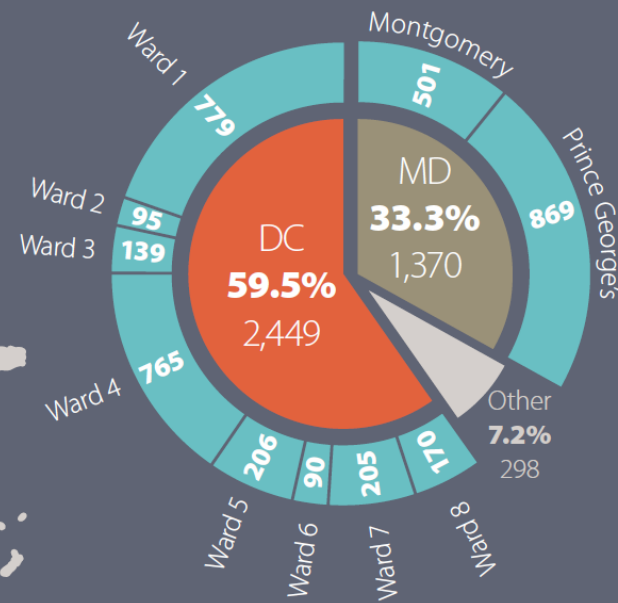


Who We Serve

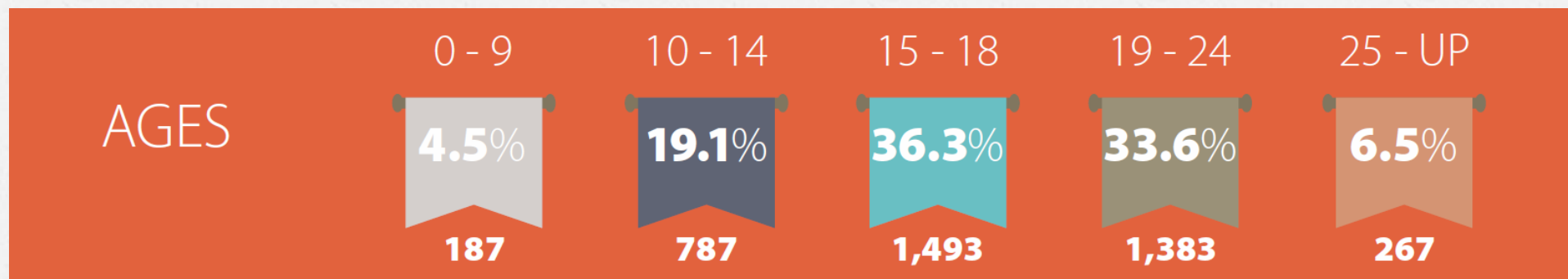
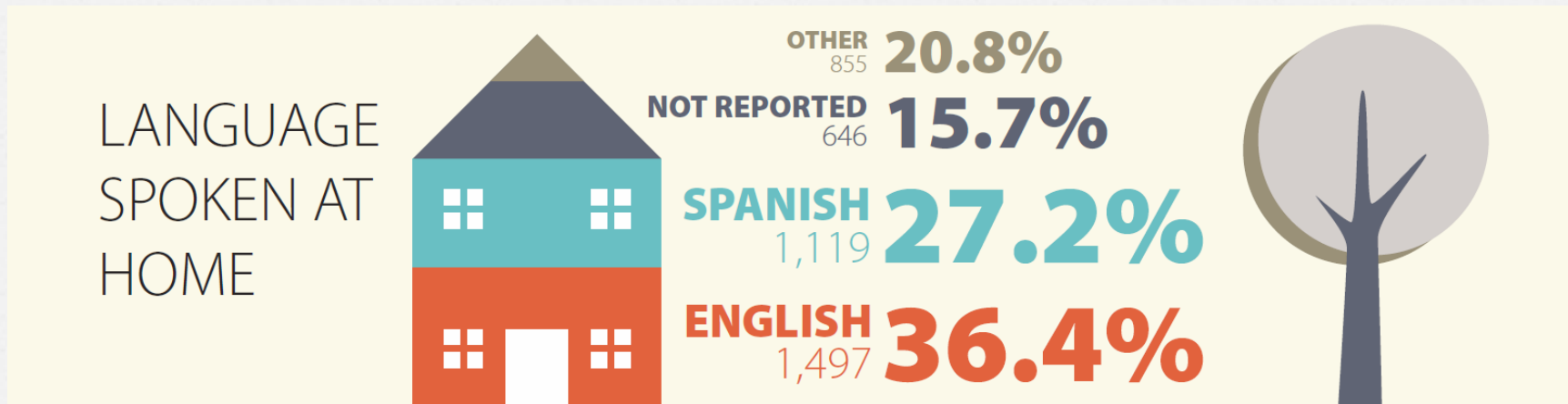
COUNTRY OF ORIGIN



WARD/COUNTY OF RESIDENCE



Who We Serve



LAYC Values



RESPECT



SAFETY



QUALITY



DIVERSITY



COMMITMENT



HUMILITY



PYD

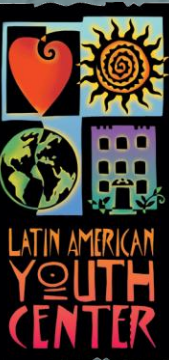


PERSEVERANCE



**SOCIAL
JUSTICE**

What is PYD?



What is Positive Youth Development?

PYD is, “*the ongoing growth process in which all youth are engaged in attempting to (1) meet their **basic personal and social needs to be safe, feel cared for, be valued, be useful, and be spiritually grounded,** and (2) to **build skills and competencies** that allow them to function and contribute in their daily lives.*”



What is Positive Youth Development?

“Positive Youth Development is an **approach** to working with young people that defines **goals** (outcomes) based on **capacities, strengths,** and **developmental needs** of youth.”



How We Got Here

- Why did we develop our own PYD Curriculum?
- What was the creation process?



Goal & Overview of Curriculum

1. What is PYD
2. Stages of Youth Development
3. Effective Communication
4. Building & Sustaining Healthy Relationships
5. Cultural Competency
6. Youth Culture
7. Goal Setting

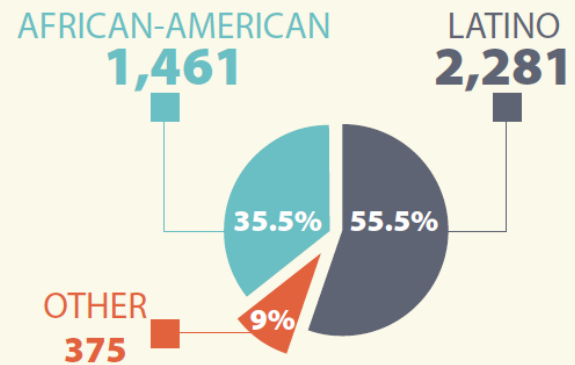
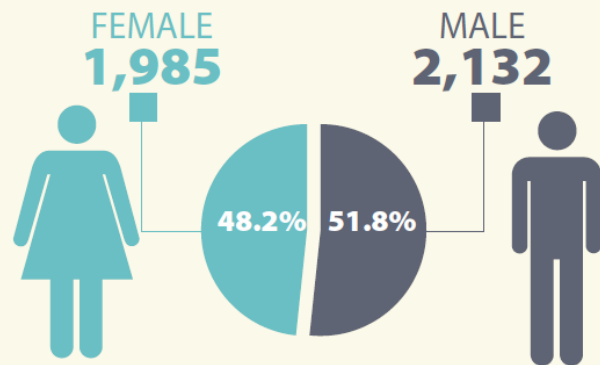


Who We Serve

Latin American Youth Center

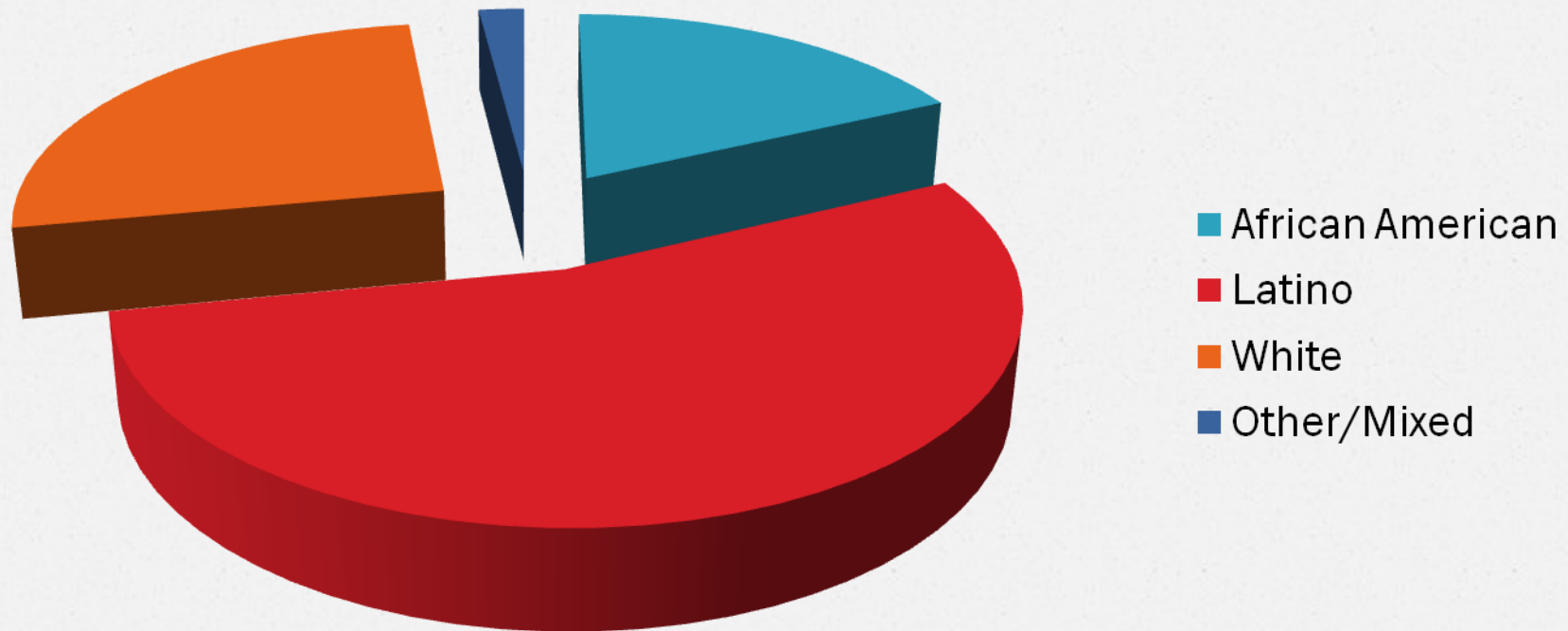
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WHO WE SERVE



Who We Are

Race/Ethnicity of Staff



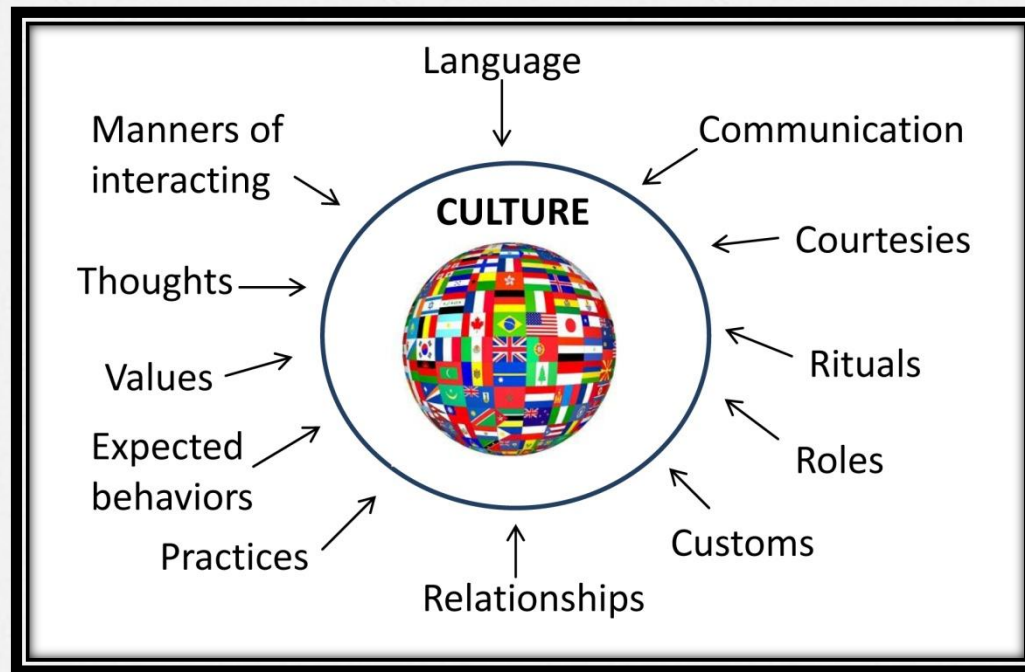
Definitions & Concepts



- o **Culture** - a set of meanings, behavioral norms, and values used by members of a particular society, as they construct their unique view of the world. (Alarcon, Foulks, & Vakkur)
- o **Race** – a group that is socially defined but on the basis of physical criteria, including skin color and facial features. (Van den Berghe)
- o **Ethnicity** – socially defined group based on cultural criteria, such as language, customs, and shared history
- o **Socialization** – how we learn our culture; the process by which we acquire norms, beliefs, values, etc.


Self-Identity & Self-Awareness

How do you self identify?



Cultural Competency vs Cultural Humility



 *Cultural Competency As an Individual: Having Awareness, Knowledge, and Skills in working with people from multiple cultures.*

What is Cultural Competency?

o **Awareness** of one's own personal worldview and how one is a product of culture



o **Knowledge** of the worldviews of culturally different people



o **Skills** necessary to work with and interact with culturally different people.



What's Wrong with Cultural Competency????

- o Cultural competency models often maintain Eurocentric comfort by: (1) normalizing white culture, (2) ignoring the self-awareness element of cultural competency, (3) perpetuating harmful cultural stereotypes, and (4) ignoring institutional racism and oppression





Healthy Cultural Competency

- o recognizes white culture as a part of diversity training
- o encourages individuals to reflect upon their own sociopolitical relationship to privilege and oppression,
- o emphasizes the importance of individual narratives over cultural generalizations, and
- o addresses the implications of institutionalized racism and oppression on an ongoing basis



Layers of Experience



Individual



Culture & Community



Institutions

What is Cultural Competency?

- o As an Organization: Acceptance, respect for difference; Continuous expansion of cultural knowledge; Understanding groups are different with diverse subgroups.*
- o Organization seeks consultation from people of color; hires those committed to their community. Provides support to staff to become comfortable working in cross-cultural situations. Understands interplay between policy and practice. Committed to policies that enhance diverse clientele and services.*

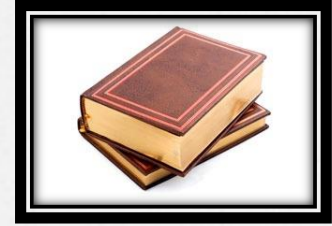


Definitions & Concepts



- **Myths & Stereotypes** – untrue beliefs about a person or a group; generalizations
- **Prejudice** – a preconceived judgment, attitude, or opinion, usually based on limited information
- **Bias** – an inclination of temperament or outlook, a personal and sometimes unreasoned judgment
- **Racism** – “prejudice plus power”; system of advantage based on race; prejudice displayed in blatant or subtle ways due to recognized or perceived differences of people. (David Wellman)

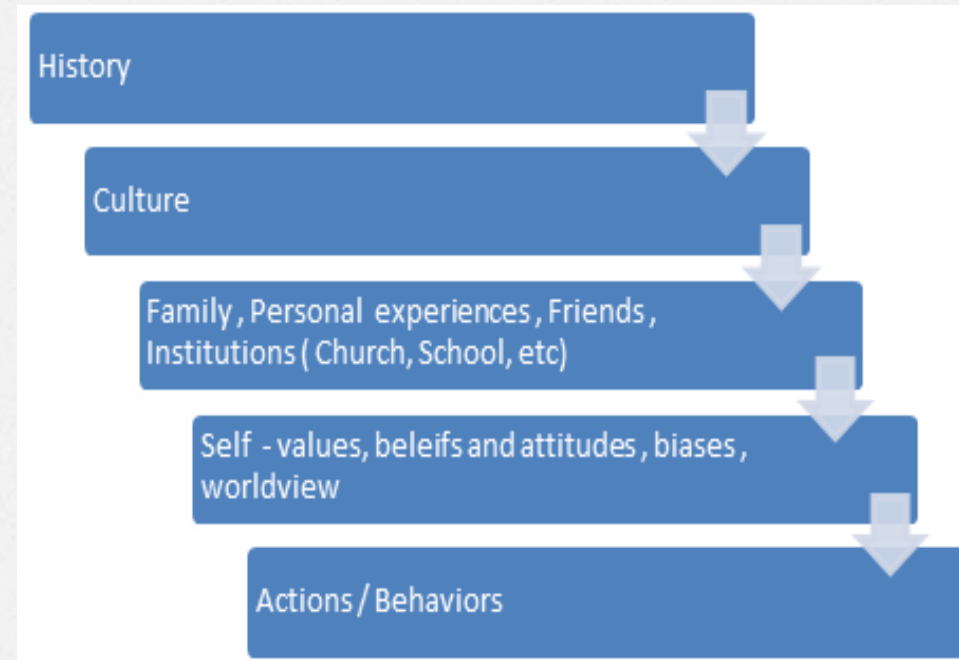
Definitions & Concepts



- **Acculturation** – the process by which a group of people give up old ways and adopt new ones. In the acculturation process individuals are simultaneously being influenced by elements of two or more distinct cultures to some extent or another.
- **Microaggressions** - Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color (Dr. Chester Pierce)



Why we act/think the way we do?



Strategies & Interventions

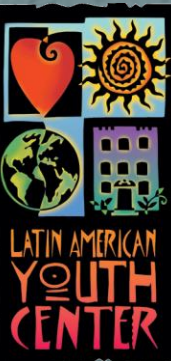
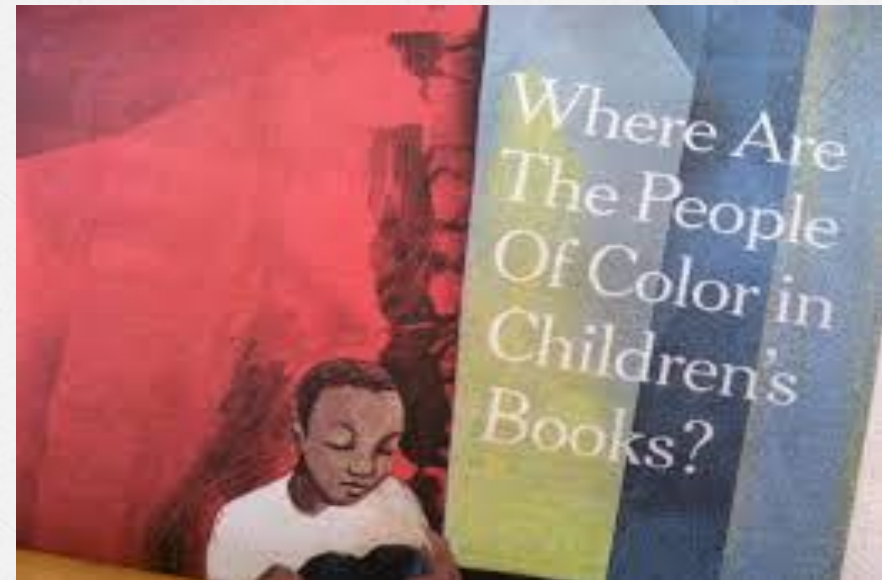
Cultural Competency Spectrum





Resources for Creating Diverse Cultural Spaces

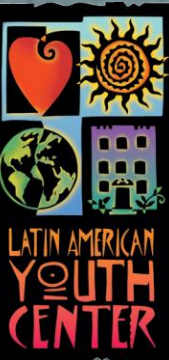
- o Community partners- LAYC
- o Trainings – People’s Institute For Survival and Beyond
- o Materials – books /activities
- o Literature- D.W. Sue



Wrapping it up

- Q&A

- Distribute Evaluations



THANK YOU!!

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