



# RHEY News & Tools: *Building Culturally Competent Organizations to Serve Youth*

**Summer 2012**

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Dear Colleagues:

Cultural competence in the delivery of adolescent reproductive health services is an essential element of strategies to reduce teen pregnancy and achieve health equity for youth. With this issue of *RHEY News & Tools* we respond to your expressed need for resources you can use to build capacity to provide culturally competent, adolescent-friendly teen pregnancy prevention services for the diverse youth you serve.

Cultural competence is multifaceted and requires multilevel approaches -- in individuals, organizations, and communities. In this first of two issues on cultural competence, our focus is at the organizational and provider levels. Resources featured in this issue address

- organizational self-assessment
- successful practices of culturally competent organizations
- building provider capacity for culturally informed practice

## IN THIS ISSUE

### Featured Tools

[Cultural Competency Organizational Self Assessment \(OSA\) Question Bank](#)

[Culture is Like an Iceberg](#)

### Featured Articles

[Anthropology in the Clinic: The Problem of Cultural Competency and How to Fix It](#)

[Cultural Competence Works](#)

### Featured Websites

[DiversityRx](#)  
[National Center for Cultural Competence](#)

- cultural and linguistic access to services.

We also call your attention to new research on the link between income inequality and teen pregnancy. In a future issue we will focus on the third level of cultural competence: community inclusion and partnership.

Our intent in addressing this complex topic through *RHEY News & Tools* acknowledges that cultural competency cannot be reduced to a series of steps or technical skills. Our aim is to facilitate your search of this vast subject for resources that can help you work with your community partners to develop achievable context-appropriate approaches for getting teens to the clinic or program and building provider skills that will engage teens and empower them to make healthy sexual choices.

From the excellent cultural competence resources available, we highlight a few due to their relevance and adaptability for adolescent reproductive health services in diverse communities. We hope the information you find here will enhance the work that you are already doing and will guide you to other resources useful to addressing cultural competence and reducing teen pregnancy.

In the spirit of collaboration,

Myriam Hernandez Jennings

JSI Research & Training Institute, Inc.

## New Research Review

[Income Inequality and Teenage Pregnancy](#)

### Also of Interest

[Statement of Cultural Competence in Evaluation](#)

[This Issue's Poll Question: Cultural Competency Training in Your Organization](#)



## Featured Websites

[DiversityRx: Improving Health Care in a Diverse World](#)

This website provides a wealth of resources, tools, and learning opportunities to help individuals and organizations provide health services that are responsive to the cultural and linguistic differences presented by diverse populations.

## Featured Tools

[Cultural Competency Organizational Self Assessment \(OSA\) Question Bank](#)

*AIDS Education & Training Centers, Organizational subset of the AETC Cultural Competence and Multicultural Care Workgroup. 2006.*

This Question Bank includes organizational self-assessment questions based on the [CLAS Standards](#). Originally developed for HIV/AIDS service organizations, these questions can be easily adapted for adolescent health and youth serving organizations. **Use it** to construct a cultural

competence assessment tool for your organization, by selecting questions from within and across the topic areas. These practical and specific questions will yield information that can be readily applied to help your organization increase its cultural and linguistic competence.



### [Culture is Like an Iceberg](#)

Many versions of this graphic exist. This version is found on the National Community Development Institute website, [www.ncdinet.org](http://www.ncdinet.org).

**Use this** as a training tool--or hang it on your wall! This one-page graphic provides a powerful reminder of the many dimensions of culture that affect people's thinking, their communication, and how they experience the world.

## Featured Articles

### [Anthropology in the Clinic: The Problem of Cultural Competency and How to Fix It](#)

Arthur Kleinman and Peter Benson, *PLoS Medicine*, Oct. 2006, Vol. 3, Issue 10

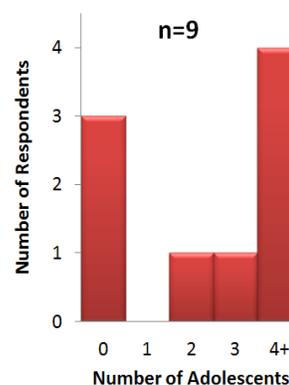
The authors describe pitfalls of using culturally based assumptions in clinical relationships and present an approach for providers that places the client's explanation and viewpoint alongside their own expert knowledge to understand the condition as the client feels, perceives, and responds to it. Their six steps for culturally informed care are applicable in any care setting.

## [National Center for Cultural Competence](#)

Dedicated to increasing cultural competence in health care and mental health care, this website offers a comprehensive array of excellent self-assessment tools, online courses, data vignettes, and promising practices.

### Results from Previous Issue's Poll:

How many adolescents are on your organization's board or advisory committee?



## New Research Review

### [Income Inequality and Teenage Pregnancy](#)

Motoko Rich;  
*Economix, The New*



*York Times, April 3rd,  
2012*

In this *New York Times* column piece, the author highlights key findings from new research by two economists into the link between teen childbirth and income inequality in the United States.

## [Cultural Competence Works](#)

*U.S. Department of Health and Human Services, Health Resources and Services Administration, 2001.*

This report describes successful methods and practices of HRSA-funded health service organizations recognized for their delivery of culturally competent services for diverse populations. Successful practices are clearly summarized and numerous examples illustrate methods and practices these organizations have implemented to enhance their ability to serve culturally and linguistically diverse populations in different settings.



## Also of Interest

### [Statement on Cultural Competence in Evaluation](#)

*American Evaluation Association*

This statement provides information about the role of cultural competence in quality evaluation, including why it is important, as well as essential practices.



JSI Research & Training Institute, Inc. We welcome your feedback at [RHEY@jsi.com](mailto:RHEY@jsi.com)

Many thanks to our reviewers:

*Valerie Batts, Visions, Inc.; Consuela Greene, Massachusetts Alliance on Teen Pregnancy*

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