

PDH Academy

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Advancing Cultural Sensitivity in Social Work

Course Abstract

This course is an introduction to the importance of cultural competence to include the many dimensions of diversity, recognizing diversity exists and how it has shaped the lives of our clients, and learning how to challenge our own biases to be able to establish culturally competent client management. Participants of this course will identify strategies to break cultural barriers so that they can give clients the appropriate direction and realistic resources. Level of learner for this course would be beginning practitioners.



"This program is Approved by the National Association of Social Workers (Approval # 886745725-7255) for 4 continuing education contact hours."

Learning Objectives

1. Recognize the multiple dimensions of diversity, such as age, class, culture, disability, ethnicity, etc.
2. Recognize the importance of diversity in shaping the life experiences of people.
3. Identify personal biases and values to minimize their influence on relationships with people who are different.
4. Apply a strategy for challenging unconscious biases.
5. Recall at least 1 characteristic or behavior related to a diverse group.
6. Demonstrate understanding of the skills that contribute to cultural competence.
7. Identify strategies that contribute to cultural competence.

Timed Agenda/Outline

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|------|---|-------------|
| I. | The Importance of Cultural Competence | 25 minutes |
| | A. The Many Dimension of Diversity (2 min) | |
| | B. Statistics in the U.S. (10 min) | |
| | C. Diversity Shapes the Experience In Our Lives (3 min) | |
| | D. The Value of Diversity (5 min) | |
| | E. What is Cultural Competence (5 min) | |
| II. | Self Awareness (5 min) | 20 minutes |
| | A. Recognizing Unconscious Biases (15 min) | |
| III. | Culture Specific Knowledge (5 min) | 145 minutes |
| | A. African Americans (15 min) | |
| | B. Arab/Muslim Families (15 min) | |

C. Hispanic or Latino Families (10 min)	
D. Native Americans (15 min)	
E. People with Disabilities (15 min)	
F. Older Adults (10 min)	
G. Sexual Orientation (10 min)	
H. Gender Identity (15 min)	
I. Marital Status (10 min)	
J. Lower Social Class (10 min)	
K. Immigration Status (10 min)	
L. Cultural Relativism versus Ethnocentrism (5 min)	
IV. Building Cultural Competence	20 minutes
V. Strategies for Becoming More Culturally Competent (5 min)	25 minutes
A. How Do We Learn About Each Other (10 min)	
B. Using Language as a Symbol (10 min)	
VI. Summary	5 minutes

Total Minutes:

240 minutes

Delivery Method

Correspondence/internet self-study course, including a provider-graded final exam. To earn continuing education credit for this course, you must achieve a passing score of 80% on the final exam.

Course Author Biography

Laura Gibson, PhD, LCSW, has been practicing clinical social work for more than 18 years. She earned a bachelor of science degree in psychology from Bridgewater State College (now Bridgewater State University), a master's degree in social work from the University of Southern Indiana, and a doctor of philosophy degree in social work from the University of Louisville. Dr. Gibson is a licensed clinical social worker in both Indiana and Kentucky. She is an item writer for the Association of Social Work Board's (ASWB) master's-level licensing examination for social workers and is a former member of the Examination Committee. She is a book review editor for the *Journal of Social Work Values & Ethics*. Dr. Gibson is an assistant professor and the MSW Program Director for Brescia University in Owensboro, Kentucky.

