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## Identifying Cultural Framework for Assessing Cultural Components in Client Systems and Recommendations for Agency and Practitioner Level Culturally Responsive Practice

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## Statement of Purpose

A lack of cultural appropriate practice introduces barriers to case assessment, diagnostics assessment, intervention, and evaluation (Kirmayer, Groleau, Guzder, Blake, & Jarvis, 2003; Tyson & Flaskerud, 2009; Zayas, Torres, & Cabassa, 2009). Addressing these barriers starts with identifying a framework that provides holistic approach in promoting culturally responsive practice.

## Literature Review

- ❑ It is stressed in the literature that defining culture requires a board framework that is inclusive of all domains of diversity and personal traits (Dogra, Panos, Vostanis, & flark 2007; Gallardo et al., 2009).
- ❑ Literature also stresses the importance of understanding both group cultural identity and along with the intersectionality of domains of diversity that shapes the individual cultural identity (Bhui et al., 2007; Hays, 1996).
- ❑ The literature makes the connection that mental health barriers is influenced by power and membership status within the social context (Hay 2008; Dogra et al., 2007; Gallardo et al. 2009, Hernandez et al., 2009).

## Methodology

A literature review was conducted to identify cultural frameworks that promote cultural responsive practice.

- ❑ **Data collection**
  - Primary data (journal databases and books)
  - Secondary sources (professional knowledge base)
  - Key informants from Minnesota State University. (Social Work Professor and Sociology Professor).
- ❑ **Criteria for examining identified frameworks**
  - The principles of the two frameworks were examined in how they define culture.
  - How they take into consideration the various domains of diversity that shape the group cultural identities.
  - If and how the two framework address the role of intersectionality that shapes the individual cultural identity and social context.
  - Lastly the frameworks were examined on the goals and strategies they promote in achieving culturally competent or responsive practice.

## Limitations

The nature of the project is philosophical and abstract, thus subject to research bias & interpretation. Even though the identified frameworks have recognizable principles, the definitions and meanings of Cultural Competence and Cultural Responsive framework are diverse. The conceptualization of definitions and principles are subjected to interpretation.

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	Cultural Competence	Cultural Responsive
Definitions	Cultural competence in mental health services occurs when a set of congruent behaviors, attitudes, and policies come together in a system, an agency or among professionals to enable effective cross-cultural work (Hernandez et al., 2009).	“responses that acknowledge the existence of, show interest in, demonstrate knowledge of, and express appreciation for the client’s ethnicity and culture and that place the client’s problem in a cultural context” (Atkinson & Lowe 1995, as cited by Burkard et al., 2006).
Framework for Defining Culture	Often focuses on defining culture from a narrow framework that is not inclusive of all domains of diversity. (Johnson & Munch, 2009; Dean 2001).	Utilizes a broad framework that is inclusive of all domains of diversity and personal traits. (Hays 1996; Hays 2008; Dean 2001)
Intersectionality	Often focuses on group cultural identity that is based on domains such as race, ethnicity, or religion. Limited in capturing the individual cultural identity. Ex. People of color, minorities, Asian Americans (Tervalon & Murray-Garcia 1998; Gallardo et al., 2009).	Acknowledge and captures both group and individual cultural identity. It recognizes the process of intersectionality that forms the individual cultural identity. Gallardo et al., 2009; Dogra et al., 2007)
Social Context, Power, and Privilege	Recognizes the mental health disparities caused by social context, but limited in addressing individual biases and oppression within the services delivery system. In addition the focus is on the cultural groups as opposed to the system.	Recognizes and address membership status in the social context. Address both systemic and individual biases. (Hays 1996;Hays 2008)
Characteristics	Focus on gathering knowledge about culture groups. Assumes that one can reach a level of culturally competence or an end point	Focuses on developing self-awareness about ones cultural values and biases. Promotes examining attitude towards diversity and self-critique Assumes that reaching culturally responsiveness is a lifelong learning? (Dogra et al 2007; Barrera & Corso 2002)
Limitations	<ul style="list-style-type: none"> <li>• Narrow framework for defining culture.</li> <li>• Limited in capturing individual cultural identity</li> <li>• Limited focus on self-awareness and examining attitude towards diversity</li> </ul>	<ul style="list-style-type: none"> <li>• The framework is fairly new it dates back to early 90s.</li> <li>• Broad in nature and complex in nature</li> <li>• Requires great deal of commitment and time</li> </ul>

Domains of Diversity	Power	Less Power
Race	Caucasians	People of color
Ethnicity	Euro-Americans	Non-Euro Americans
Nationality	Non-natives	Immigrants and refugees
Sexual Orientation	Heterosexuals	LGBTQ community
Religion	Christians	Jews, Muslims, other non-Christian
Disability	Temporarily abled-bodied	Persons with disabilities
Age	Adults	Children, Adolescents, elders
Gender	Male	Female, transgendered, Intersexed
Socioeconomic status	Owning & Middle class	Poor & working class

Adopted from: Hays, P. A (2001).

## Key Findings

- ❑ **Cultural Competence**
  - Its definition of cultural identity is guided by a narrow framework of defining culture.
  - The narrow definition of culture limits the framework’s capacity to capture the role of intersectionality in shaping the individual cultural identity and the influences of social context in regards to membership status and privileges.
  - Cultural competences goal that we can be competent is also not realistic because every individual have their own individual cultural identity and the amount of knowledge is infinite.
- ❑ **Cultural Responsive Framework**
  - The framework defines culture from a broad framework which gives it the capacity to acknowledge the influences of all diversity domains, factors, and personal traits that shape cultural identity.
  - The framework acknowledges the intersectionality of various domains that shapes the individual cultural identity and the influences of social context as it relates to membership status of the various domains of diversity.
  - The framework promotes an approach to culture that requires a lifelong learning that is guided by reflection, self-awareness, and self-critique.

## Recommendations

- Agency Level**
  - ❑ Adopt cultural responsive framework requirements.
    - Broad framework when defining culture
    - Capturing the process of intersectionality
    - Client is the expert
  - ❑ Strategies to promoting and fostering Cultural Responsive Framework
    - Adopt and utilize the ADRESSING model (intake process, new employee orientation, consultation, and supervision.
- Practitioner Level**
  - ❑ Commit to on-going self-awareness , self-examination, and self-critique, and continuing education and life-long professional development..
    - Increase self-awareness of ones cultural identity and membership status and how it impacts relationship with clients
    - Immersion with multicultural populations to build skills and gain insight on ones biases and privileges.
  - ❑ Commit to applying knowledge of cultural responsiveness to practice
    - utilizing the ADDERSSING Model when conducting assessments, diagnosis, rapport building, and intervention planning.
    - Assessing both group and individual cultural identity
    - Assessing for membership status and role of privileges and oppression

Reference available upon request.