

PA SOC Partnership

**Cultural and Linguistic
Competence**

**Moving Forward With An Eye On
Data**

Cultural Competence

- Definition
 - Cultural Competence is the integration and transformation of knowledge, behaviors, attitudes, and policies that enable policymakers, professionals, caregivers, communities, youth, and families to work effectively in cross-cultural situations. Cultural competence is a developmental process that evolves over an extended period of time. Individuals, organizations, and systems are at various levels of awareness, knowledge, and skills along the cultural competence continuum (Cross et al., 1989).

Linguistic Competence

- Definition
 - “The capacity of an organization and its personnel to communicate effectively, and convey information in a manner that is easily understood by diverse audiences including persons of limited English proficiency, those who have low literacy skills or are not literate, and individuals with disabilities” (Goode & Jones, 2006).

CLC Standards

- For today, the main focus will be on standard **A** under Cultural and Linguistic Competence
 - *County Leadership Teams understand the demographics of their counties including the diversity in culture, ethnicity, religion, primary language and sexual orientation.*
- We will be look specifically at standard A in relation to disparities that arise from looking at these demographics

Disparity

- *lack of similarity or equality; inequality; difference: a disparity in age; disparity in rank.*

"disparity." *Dictionary.com Unabridged. Random House, Inc. 22 Apr. 2013.*
<*Dictionary.com <http://dictionary.reference.com/browse/disparity>*>.

Disparities in Health Care

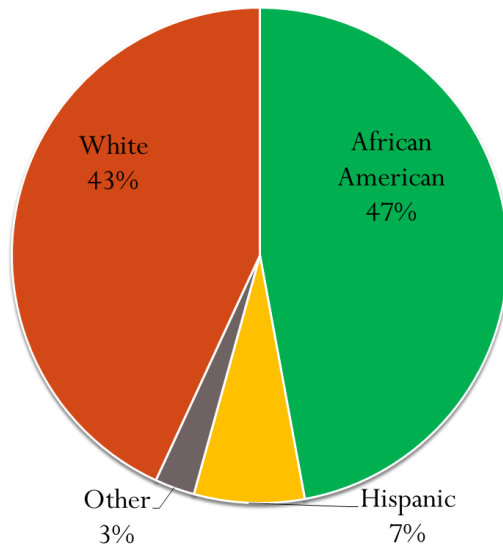
- “...the Surgeon General released Healthy People 2010 in early 2000 as a challenge to the Nation to address disparities in health care access and outcomes.”
- In the mental health field, despite the existence of effective treatments, there are still disparities in the availability, accessibility, and quality of mental health services for racial and ethnic minorities.
- “Lack of information regarding the mental health needs of many racial and ethnic minorities is also a critical disparity.”

(Surgeon General, page 159)

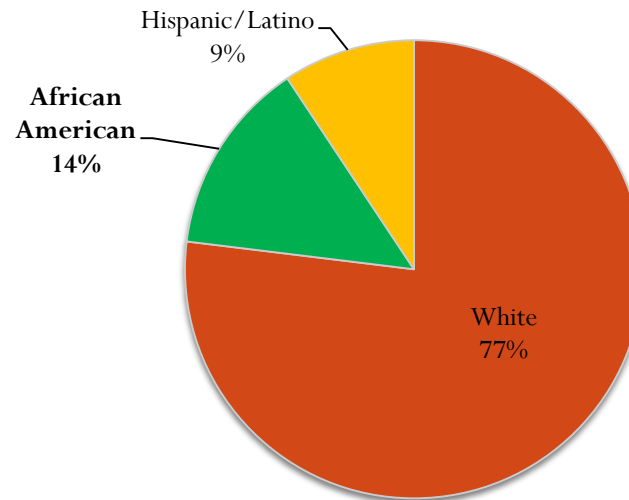
Mercer RTF Report

- Data collected on RTF admissions in 2007 amongst the top 15 counties (for RTF use) in Pennsylvania
- RTF use in these counties accounted for approximately three-quarters of accredited RTF users in 2006 (Mercer, 2009)

All RTF Use by Race/Ethnicity



All Pennsylvania Population (0-20)



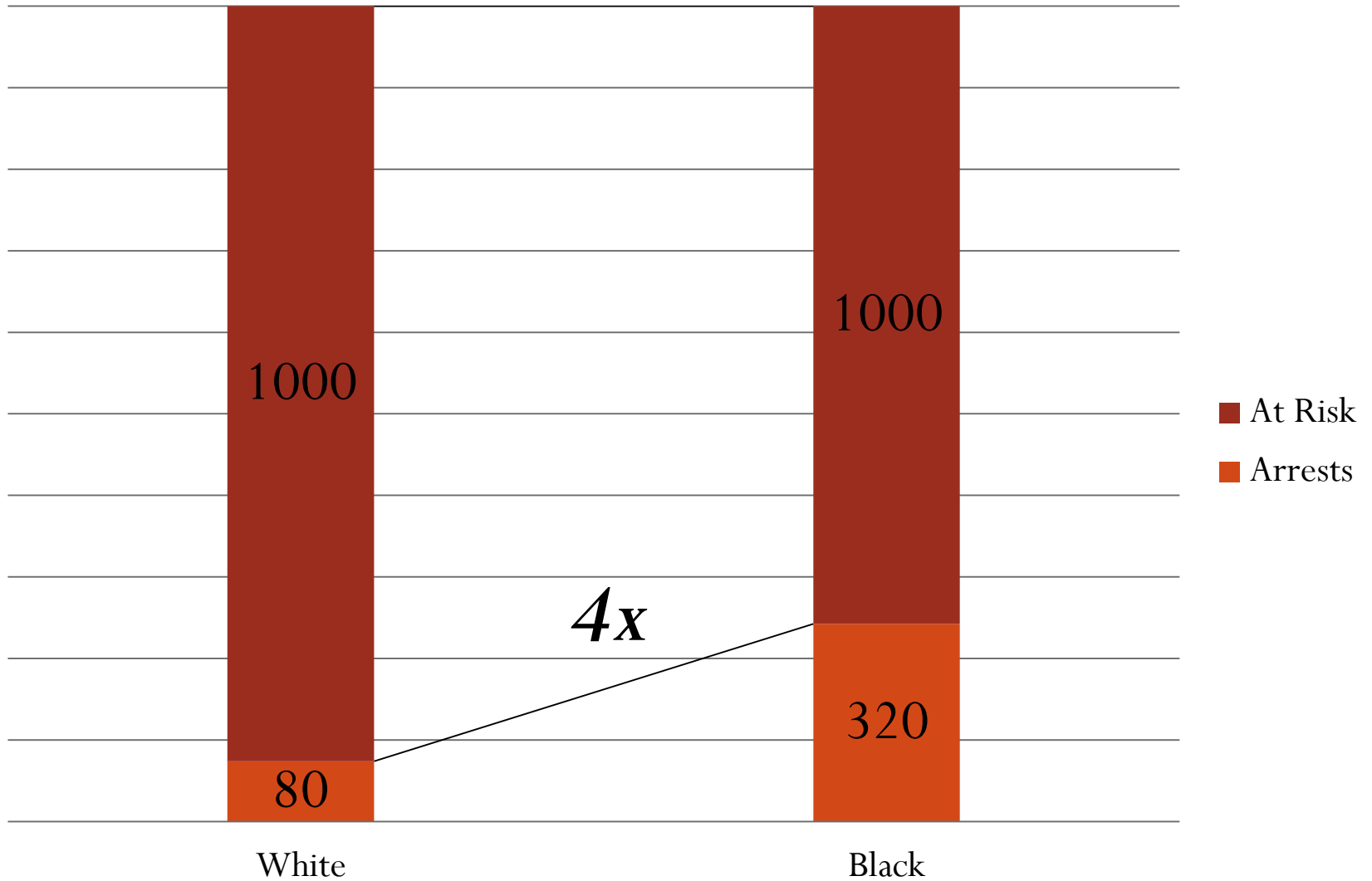
JJ DMC Report

- Statewide assessment of disproportionate minority contact (DMC) with the Juvenile Justice System.
- Examines racial/ethnic disparity at 10 different decision points with the juvenile justice system
- Uses a Relative Rate Index (RRI) to calculate rate of occurrence between various racial/ethnic groups at 10 federally-defined decision points

Relative Rate Index (RRI)

- Measures the statistical likelihood of a juvenile justice occurrence for racial/ethnic minorities as compared to White youth
- Calculated at each decision point as rate per youth at risk (ages 10 to 17)
- The number of cases is used to compute a rate of occurrence, and those rates are compared between racial/ethnic categories
- For example, if the rate of arrests is 80 per 1000 white youth and 320 per 1000 African-American youth, the RRI ($320/80$) would be 4.0
- 4.0 Suggests African-American youth are four times more likely to be arrested than white youth

Relative Rate Index



Decision Points

- Juvenile Arrests
- Referral to Juvenile Court
- Cases Diverted
- Cases Involving Secure Detention
- Cases Petitioned (charge filed)
- Cases Resulting in Delinquent Findings
- Cases Resulting in Probation
- Cases Resulting in Out of Home Residential Placement
- Cases Resulting in Confinement in Secure Juvenile Correctional Facilities
- Cases Transferred to Adult Court

Statewide Data (2010)

<u>Decision Point</u>	<u>Black RRI</u>	<u>Hispanic RRI</u>	<u>All Minority RRI</u>
Arrest	3.99*	1.78*	2.92*
Referral	1.22*	1.35*	1.32*
Diversion	.76*	0.98	.84*
Secure Detention	2.71*	1.94*	2.41*
Petition	1.18*	1.04*	1.12*
Delinquent Findings	.89*	1.03	.95*
Probation	.73*	.84*	.73*
Residential Placement	1.04	1.22*	1.05
Secure Confinement	1.93*	2.41*	1.97*
Transfer to Adult Court	1.17	1.1	1.13

*=statistical significance

The Porch Light Project

In Pennsylvania in 2012...

- *“An African-American child was four times more likely to be in foster care than a white child; and a Latino child was twice as likely to be in foster care than a white child.”*

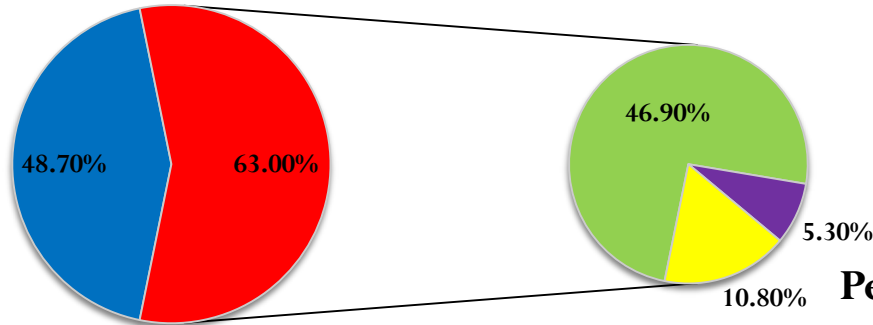
CYF Statewide Data (2010)

<u>Race/Ethnicity</u>	<u>Youth in Foster Care (0-20)</u>	<u>Pennsylvania Population (0-20)</u>
Total	27,776	3,137,565
White	48.70%	78.40%
Black	46.90%	14%
Other	5.30%	
Hispanic/Latino	10.80%	9.50%

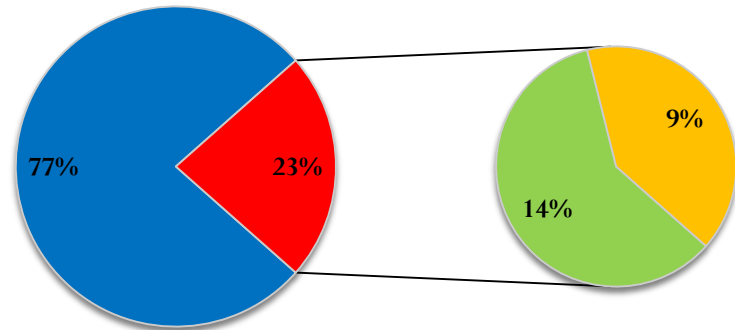
CYF Statewide Data (2010)

Children in Foster Care (0-20)

■ White ■ Black ■ Other ■ Hispanic/Latino



Pennsylvania Population (0-20)



Questions for your County

- What do you think these statistics mean? Do different individuals at your table have other perspectives (youth, family, system partners)?
- Where are the disparities occurring in each system? Why?
- What may help reduce the disparities currently seen? How can your county leadership team help to reduce them?
- Do these county statistics seem accurate? How does your county track this type of data?
- Based on your answers, what type of additional data would be helpful for you to track?

References

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