

# The Dilemmas of Cultural Competence

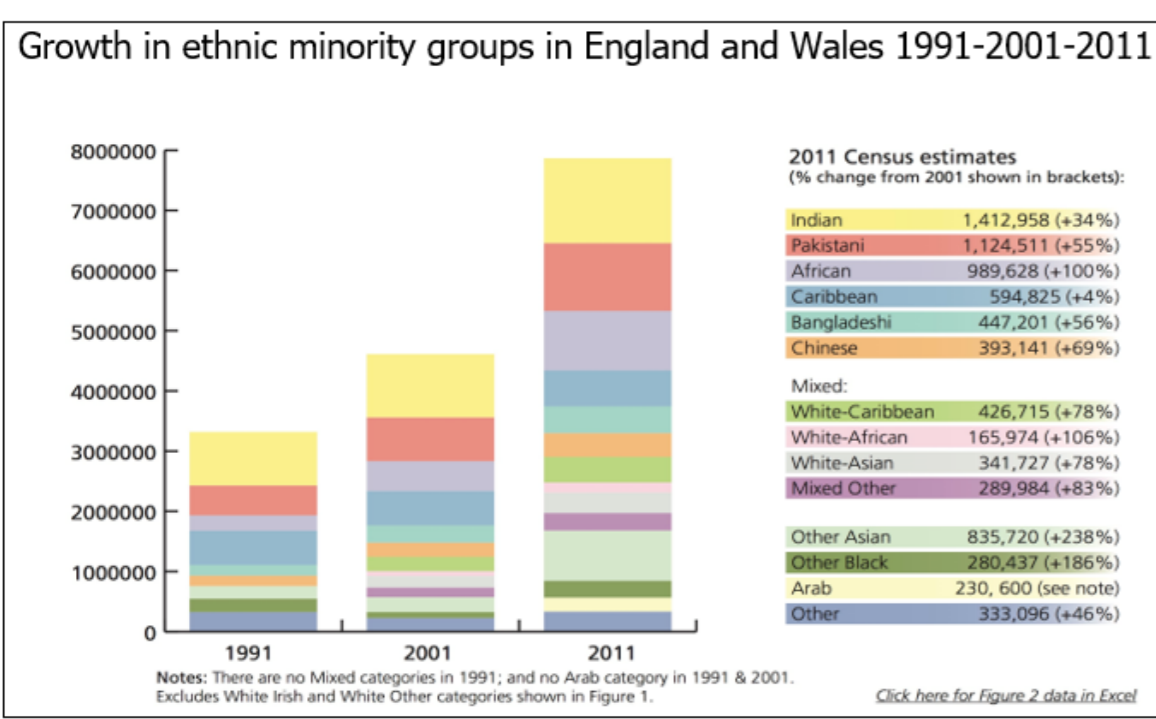
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## Introduction

The population of England and Wales is continuously growing and has become more ethnically diverse in the last twenty years. One in five people identify with an ethnicity other than White British.

Figure 1

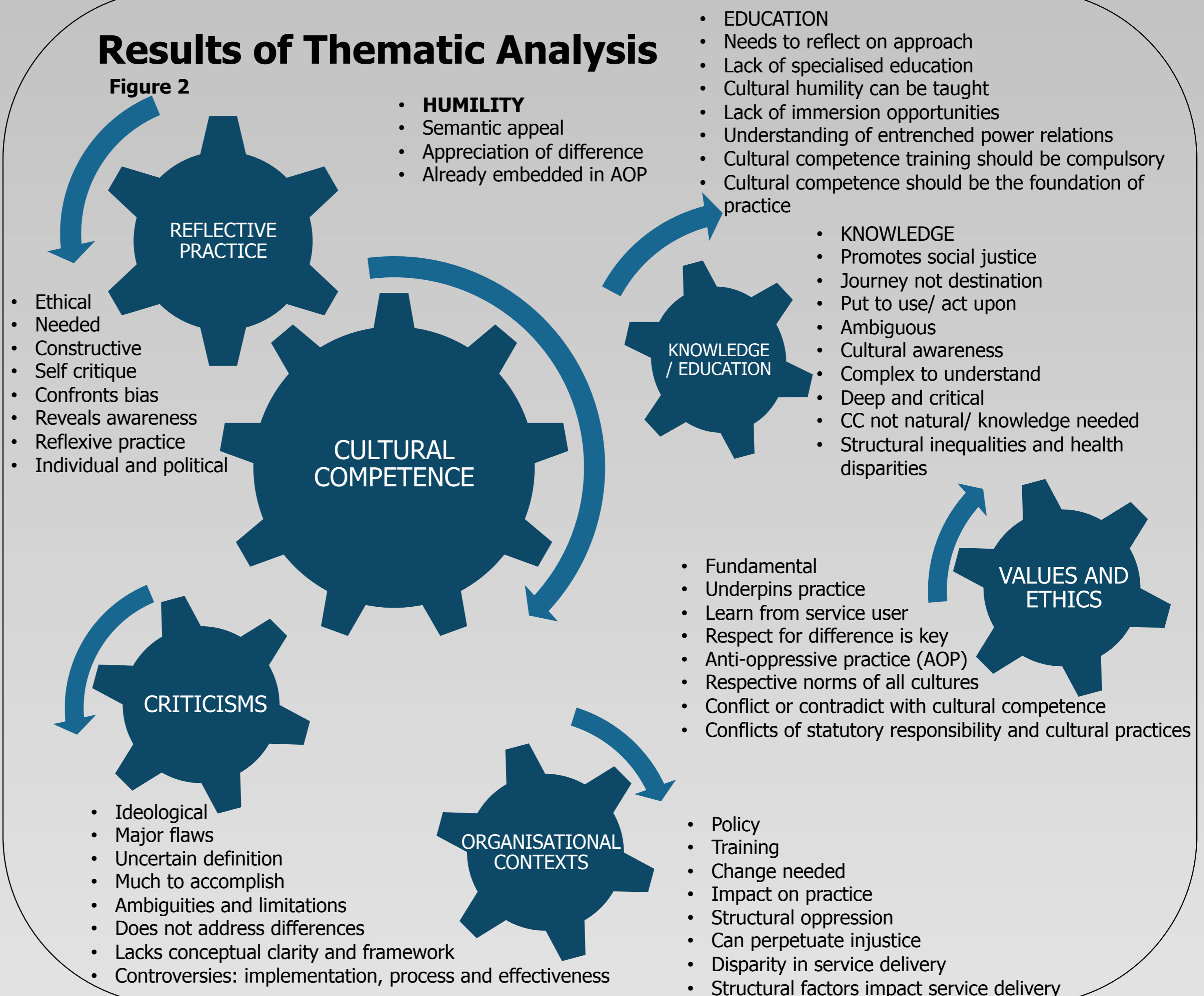


With an ever-increasing diverse population, it is imperative to understand culture and the implications that surround it. Culture has an impact on services whether from the perspective of the service user or the practitioner.

Culture impacts the way we act, how we live and can influence how we interoperated the world around us. How differences is viewed, accepted and adjusted for is significant in social care.

## Results of Thematic Analysis

Figure 2



## Differences between cultural competence and cultural humility

Attributes	Cultural Competence	Cultural Humility
View of culture	<ul style="list-style-type: none"> <li>Group traits</li> <li>Group label associates group with a list of traditional traits and practices</li> <li>De-contextualized</li> </ul>	<ul style="list-style-type: none"> <li>Unique to individuals</li> <li>Originates from multiple contributions from different sources</li> <li>Can be fluid and change based on context</li> </ul>
Culture definition	Minorities of ethnic and racial groups	Different combinations of ethnicity, race, age, income, education, sexual orientation, class, abilities, faith and more
Traditions	Immigrants and minorities follow traditions	Everyone follows traditions
Context	Majority is the normal; other cultures are the different ones	Power differences exist and must be recognised and minimised
Results	Promotion of stereotyping	Promotion of respect
Focus	Differences based on group identity and group boundaries	Individual focus of not only the other but also of the self
Process	A defined course or curriculum to highlight differences	An ongoing life process Making bias explicit
Endpoint	Competence/expertise	Flexibility / humility

Figure 3

## Recommendations

- A move from cultural competence to that of cultural humility is needed.
- Further research on the concept of cultural competence and cultural humility from the perspective of the service user and organisational context.
- A unified framework and understanding need to be established.
- A specialised compulsory curriculum with frequent cultural humility training for practitioners.
- Cross-cultural immersion opportunities

## Cycle of Themes

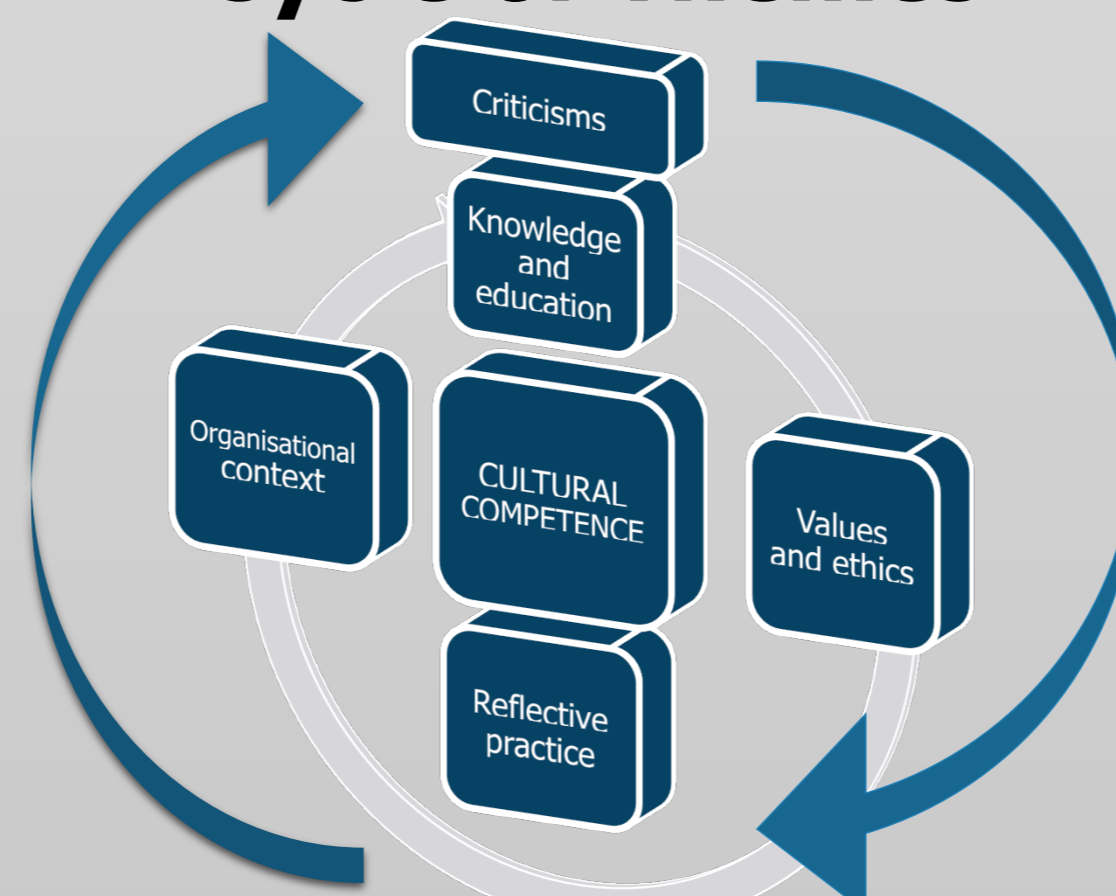


Figure 4

## References

- Figure 1: Jivraj, S. (2012) Dynamics of Diversity: Evidence from the 2011 Census. Manchester: Centre on Dynamics of Ethnicity (CoDE). Available at: <http://www.ethnicity.ac.uk/medialibrary/briefings/dynamicsofdiversity/how-has-ethnic-diversity-grown-1991-2001-2011.pdf> (Accessed: 19 January 2017).
- Office for National Statistics (2011) *Ethnicity and National Identity in England and Wales: 2011*. Available at: [www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/ethnicityandnationalidentityinenglandandwales/2012-12-11](http://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/ethnicityandnationalidentityinenglandandwales/2012-12-11) (Accessed: 27 February 2017).
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- Figure 2: Themes that came from the thematic analysis. Images copyright free.
- Figure 3: Yeager, KA., and Bauer-Wu, S. (2013) 'Cultural humility: essential foundation for clinical researchers', *Applied Nursing Research*, 26, pp. 251-256.
- Figure 4: Cycle of themes that came from research. Images copyright free.

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