MODULE 1: SENSITIVITY AND AWARENESS OF CULTURAL AND OTHER FORMS OF DIVERSITY

Unit 1: Diversity

Elaborated by:
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Outline of the session

- Activity 1: Brainstorming
- Presentation: Cultural and other important types of diversity
- Presentation: Intersectionality
- Activity 2: Identifying intersectional dimensions
- Activity 3: Intersectionality in health care oriented towards cultural and ethnic diversity
- Presentation: Construction of discrimination and stigma
- Activity 4: Video screening "Tzafar" and discussion
- Presentation: Improving the minority's knowledge about their health rights and fighting discrimination and stigma

Cultural and other important types of diversity

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Activity 1: Brainstorming

Traditional definition: Culture can be defined as the values, beliefs, norms and practices of certain groups, acquired and shared, and that act as a model to guide thinking, decisions and actions[1].

What do you think culture is?

[1] Leininger, M. (Ed.). (1985). Qualitative research methods in nursing. New York: Grune & Stratton.

Culture has been defined for many years and authors as a static and a complex whole[1]. This definition has been evolved to something that is co-produced, an intersubjective process of giving meaning to reality and shaping one's own experience of it.

During much of this period, *'cultural differences'* (conceptualised in a certain way) have been considered to be the main barrier standing between migrant and ethnic minority patients and health service providers.

"the traditional text-book approach"

→

understanding one's own culture: in this way one can become better able to accept and understand that of others.

attitude for health professionals

'cultural humility'

Some Concepts:

- Race and racism

- Ethnic groups and ethnicity

The concept of ethnicity

• *The **UNESCO Declaration** (1978)*

• The **UN International Convention on the Elimination of all Forms of Racial Discrimination** (1969)

• **Lisbon Treaty** (2007)

Definition of ethnic minorities:
The term 'ethnic minority' covers a range of disparate groups: there are also widely differing views about what ethnicity is, which ethnic groups exist and who should be regarded as a member of them. For these reasons alone, ethnicity is a topic on which useful statistics are much harder to get hold of[1]. An additional problem is that in many countries, the collection of data on ethnic minorities is a highly controversial issue
[1] Bhopal, R. (2014). *Migration, ethnicity, race, and health in multicultural societies.* Oxford: Oxford University Press.
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Regarding the nature of ethnicity, *there are two contrasting approaches in the social sciences**[1]**.*
The classic ('primordial') approach *maintains that people can be ascribed to an ethnic group on the basis of objective characteristics such as their place of origin, genetic heritage, language, culture or religion.*
'Instrumental' definitions, *by contrast, regard ethnicity as a social construction and/or an individual choice, the boundaries of which are negotiated in a pragmatic way. In some countries there exist officially recognised ethnic minorities, to which legal definitions (usually based on the 'primordial' approach) apply.*

[1] Scott, J.G.M. (1990). A resynthesis of the primordial and circumstantial approaches to ethnic group solidarity: towards an explanatory modal. *Ethnic and Racial Studies,* (13)2, 147-71.

Different types of 'ethnic group'

Indigenous peoples
National minorities
* Others

Definition of migrant:

Regarding migrants, this presentation adopts the definition used by the UN, World Bank, OECD and EU, which define an (international) migrant as a **'foreign-born' resident** (i.e. a person born outside the country in which

he or she lives).   .

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Migration history and background:
- From 1945 to 1970.
- Since the economic crisis of 1973.
- During the 1980s.
- Currently.

Migration process involves a decision-making process ...

Intersectionality

ONE WAY

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Intersectionality: Concept

Intersectionality

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
 (Oxford Dictionary 2014).

Intersectionality

Intersectionality refers to the ways race, class, gender, ethnicity, sexual orientation, ability, status and other markers of differences intersect to inform individual realities and lived experiences.
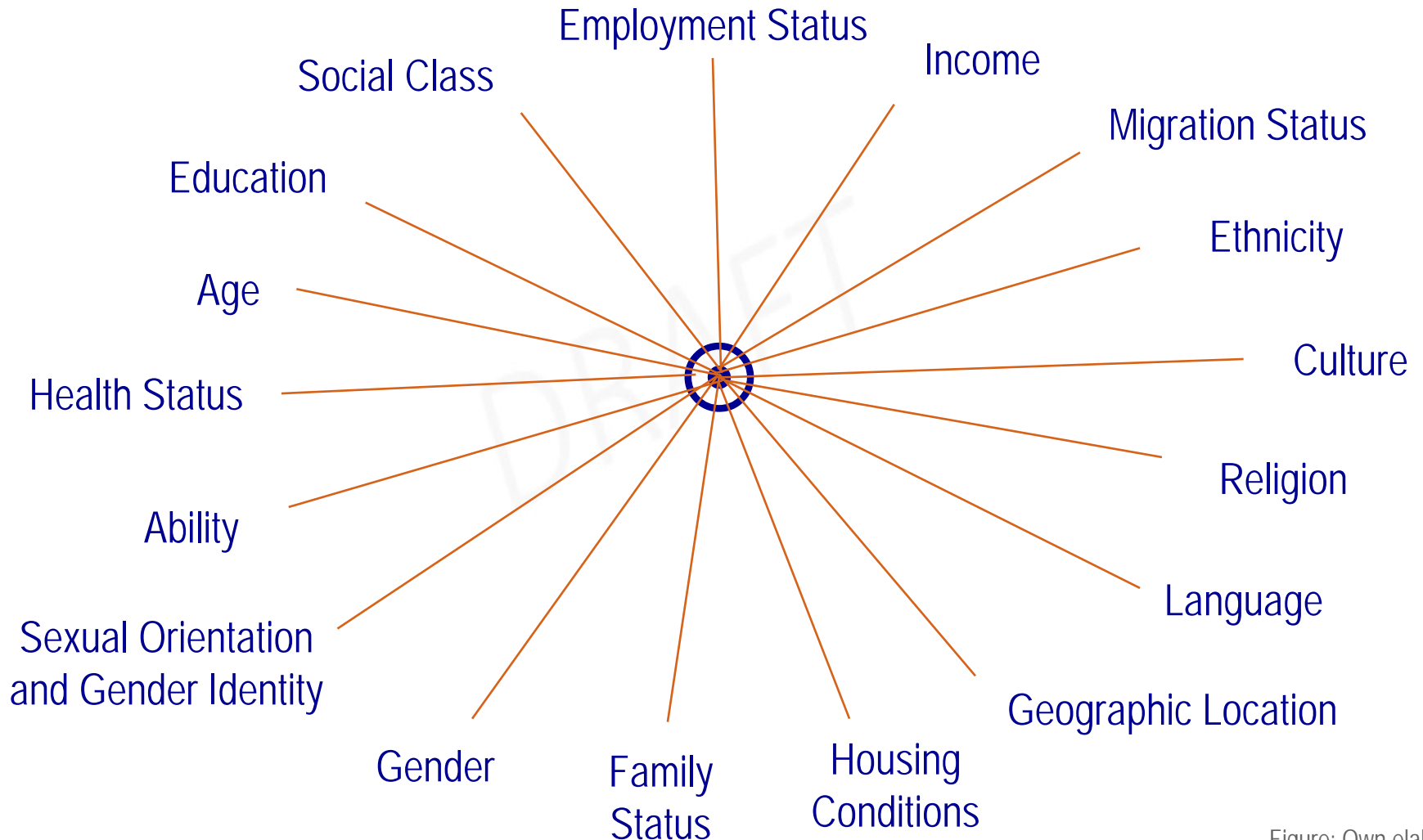
Intersectionality recognizes that individuals and groups are shaped by multiple and intersecting identities. These identities often inform an individual's world view, perspective and relationship to others in society.
(Mason s.a.)

Intersectionality: Concept

- First mention of the concept attributed to Kimberle Crenshaw in 1989, in relation to the multiple and interconnected forms of structural discrimination observed in black women in the US.

- Development of a broad field of intersectionality theories and applications of the concept, including the field of public health research and practice.

Bowleg 2012; Crenshaw 1989; Mason s.a.; McCall 2005; Nash 2008; Walby, Armstrong, Strid 2012.

Intersectionality: Concept

Employment Status

Income

Social Class

Migration Status

Education

Ethnicity

Age

Culture

Health Status

Religion

Ability

Language

Sexual Orientation
and Gender Identity

Geographic Location

Gender

Family
Status

Housing
Conditions

Intersectionality in Migrants' and Ethnic Minorities' Health Care:
Research, Training, Professional Practice and Policies

- **Research**
  - ✓ Relevance of not only analyzing culture or ethnic-specific aspects, but taking into account intersectional perspectives.
  - ✓ Methodological reflections on integrating intersectionality in migrants' and ethnic minorities' health research.

- **Training**
  - ✓ Intersectional approaches in training activities.

Acevedo-García, et al. 2012; Aspinall, et al. 2013; Bauer 2014; Gazard et a. 2014; Hankivsky (ed) 2011; Kovandžić, et al. 2012; Roberston 2014; Rosenfield 2012; Seng, et al. 2012; Sears 2012; Van Laer, et al. 2014; Viruell Fuentes et al. 2012.

Intersectionality in Migrants' and Ethnic Minorities' Health Care:
Research, Training, Professional Practice and Policies

- **Professional practice**
  - ✓ Taking into account intersectional dimensions in health care delivery.
  - ✓ Self-awareness regarding the own personal and professional trajectory and social status.

- **Health Policies**
  - ✓ Integrating intersectional perspectives in the development of policies and interventions focused on migrants and ethnic minorities.

Acevedo-García, et al. 2012; Aspinall, et al. 2013; Bauer 2014; Gazard et a. 2014; Hankivsky (ed) 2011; Kovandžić, et al. 2012; Roberston 2014; Rosenfield 2012; Seng, et al. 2012; Sears 2012; Van Laer, et al. 2014; Viruell Fuentes et al. 2012.

Activity 2:
Identifying Intersectional Dimensions

- Presentation of the methodology

- Individual task

- Discussion in small groups

Activity 3:
Intersectionality in Health Care Oriented Towards Cultural and Ethnic Diversity

- Presentation of the methodology

- Identification of barriers for introducing intersectional dimensions in health care oriented towards cultural and ethnic diversity *(in plenary)*

- Identification of strategies for introducing intersectional dimensions in health care oriented towards cultural and ethnic diversity *(in small groups)*

- Prioritization of the most feasible strategies *(in plenary).*

- Discussion *(in plenary).*
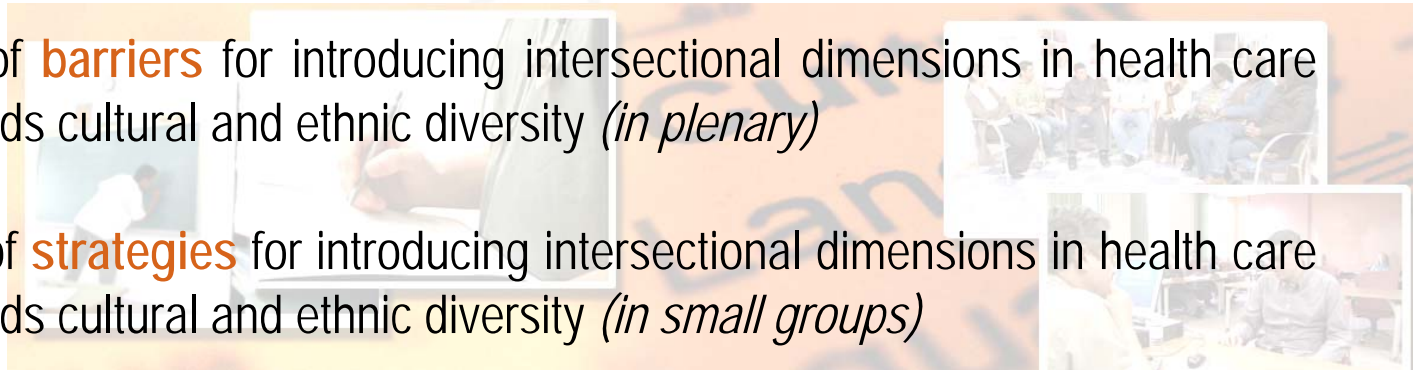
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Construction of discrimination and stigma

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Stereotypes and generalisations

✓Do you think this situation is happening in your own country / regional context?

✓What are the strategies that have been developed/applied to avoid/tackle discrimination?

✓Do you think that stereotypes and generalizations are present? In what way?

Prejudices are a consequence of stereotypes

Prejudices are a specific part of racism that are fed from ignorance, lack of contact, and lack of knowledge about the people or groups who are the victims. Prejudices can also generate stress.

The most common distortions are:

✓ **Tunnel vision or mental filter**, or the tendency to only remember a certain aspect of reality, excluding the rest.

✓ **Absolutism and dichotomy of thinking**, or the tendency to perceive reality as a dichotomy ("black or white") going from one extreme to the opposite without considering middle positions.

✓ **Fatalism**, or the perception of a lack of control about living events.

✓ **Confusion of thoughts and emotions with reality**, or believing that what we think about reality is the reality itself and what we feel to be the truth, is the truth.

✓ **Exaggerated interpretation of the behaviour of others with intention**, this being negatively directed towards the self. Experiencing violent situations helps to interpret the behaviour of others in the worse possible way.

✓ **Tagging**, or converting one´s their own behaviour or that of others to a personality feature and then judging it negatively.

✓ **Useless anticipatory thoughts**. Foreseeing that some negative events or situations will happen without thinking about how to prevent them.

The following steps can be taken to overcome the problems mentioned above:

✓   Describing as objectively as possible the situation that generated the tension or discomfort.

✓   Identifying and naming all the emotions and feelings that we associate with the described situation.

✓   Trying to reconstruct the internal conversation, in writing and phrase by phrase, both before and after the stressful situation,

✓   Identifying the different types of distortions that occur in the internal conversation that provokes stress, and those thereafter: tunnel vision, absolutism, fatalism, confusion of emotions with reality.

✓   Correcting distorted thoughts by replacing them with others.

✓   Associating the new thoughts with new emotions.

Improving the minority's knowledge about their health rights and fighting discrimination and stigma

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Definition of discrimination

To discriminate means to differentiate or to treat differently when there is no relevant difference between two persons or situations, or to treat in an identical way situations which are in fact different. The two anti-discrimination Directives, which provide the basis for this training, prohibit both direct and indirect discrimination and provide the same definition of discrimination.

__Direct discrimination__ has occurred if one person is treated less favourably than another is, has been or would be treated in a comparable situation, on any of the grounds on which discrimination is prohibited.

__Indirect discrimination__ occurs where an apparently neutral provision, criterion or practice would put persons belonging to a protected group at a particular disadvantage compared with other persons. This is so unless the provision, criterion or practice in question is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

The EU is supporting an information campaign **"For diversity. Against discrimination"** across Europe, to make more people aware of their rights and responsibilities.

In order to combat discrimination EU takes action to[1]*:*

- *improve knowledge of discrimination by raising awareness among the population of their rights and obligations and also of the benefits of diversity;*

- *support intermediary actors such as NGOs , social partners and equality bodies to improve their capacity to combat discrimination;*

- *support the development of equality policies at national level and encourage the exchange of good practices between EU countries;*

- *achieve real change in the area of anti-discrimination through anti-discrimination training activities;*

- *push for business-oriented diversity management as part of a strategic response to a more diversified society, customer base, market structure and workforce.*

[1] http://ec.europa.eu/justice/discrimination/index_en.htm (retrieved: March 9, 2015)

The EU has, pursuant to Article 13, put in place a three-part strategy to combat discrimination:
• **A Directive to implement equal treatment irrespective of racial or ethnic origin** (Council Directive 2000/43/EC)
• **A Directive establishing a framework for equal treatment in employment and occupation on the grounds of religion or belief, disability, age and sexual orientation** (Council Directive 2000/78/EC)
• **The Community Action Programme 2001-2006 (Decision 2000/750/EC) to combat discrimination**
 on all the grounds listed in Article 13 (other than sex). The programme has
three principal objectives:
✓ Assist in analysing and evaluating the extent and nature of discrimination in the
EU and the effectiveness of measures to combat it;
✓ Help to build the capacity of the actors in the Member States of the EU and at
European level who are active in the fight against discrimination;
✓ Promote and disseminate to practitioners and opinion-formers the values and
practices underlying the fight against discrimination

Activity 4. To work on national discrimination experience in order to be aware of national context – awareness raising, laws and practical experiences

1. **Presentation of the methodology**

Technique:

2. The participants, divided **in small groups,** are invited to **think on one situation where discrimination has occurred** (using different population examples, as migrants and people from ethnic minorities). After that, they are invited to work on the basis of the EU and national legislation and awareness strategies. To finish, they have to reconsider the situation in order to identify strategies to prevent discrimination..

3. **In plenary:** discussion

Self or institutional awareness-raising has been used as a strategy for fighting against of equality issues

- ✓ *Purpose of awareness-raising*

- ✓ *Target groups*

- ✓ *How can it be done*

Thank you and questions …

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