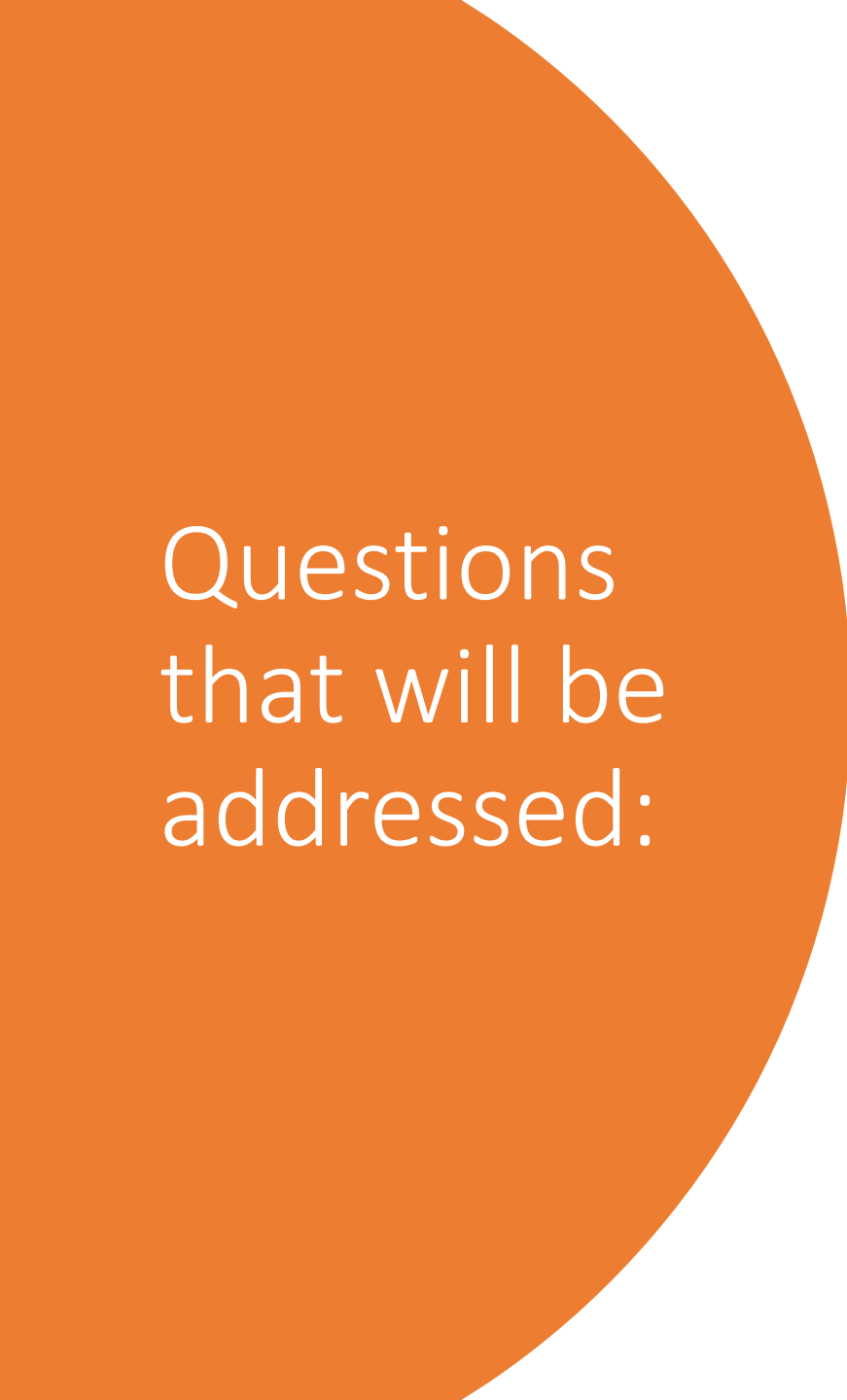





Engaging Community

Dottie Dowdell, MHS
Creative Training & Development

A large orange circle on the left side of the slide, partially cut off by the edge.

Questions that will be addressed:

Community engagement, diversity, equity, inclusion, cultural responsiveness plays a critical role in engaging Black and Latina women in HIV prevention and treatment.

- How might organizations get started with community engagement to connect with Black and Latina women?
 - How might clinicians and organizations develop and refine the soft skills such as cultural humility and competency that are needed to connect with Black and Latina women?
 - What can organizations do to show/demonstrate their commitment to diversity, equity, and inclusion?
- 
- A decorative graphic in the bottom right corner consisting of several short, curved yellow dashes arranged in a roughly circular pattern.

Relational Stance

William Madsen: Collaborative Family Centered Therapy

1. A Belief in Resourcefulness:
Shifting from the emphasis of problem to competence
2. Engaging in Empowering Processes:
Shifting our role from Expert to Accountable Ally
3. Working in Partnership:
Shifting form professional arena to family/community arena
4. Striving For Cultural Curiosity:
Shifting from Teacher to Learner

Awareness & Self-reflection

- Engage in self-reflection about one's culture and potential biases
- Identify one's preparedness to serve Black & Latina women
- Participate in cultural immersion experiences with Black & Latino communities
- Participate in cultural responsiveness trainings
- Be willing to learn and ask questions

Knowledge

- Stay informed on scientific evidence relevant to the treatment and prevention strategies for Black & Hispanic women.
- Critically evaluate and determine the fit between an assessment or intervention and the cultural backgrounds of the women being served.
- Gain knowledge about the culture (values, beliefs & practices) and history of Black & Latina women.
- Guided by understanding of the Black & Hispanic population as a whole, gain knowledge regarding the individual client on their values, beliefs and practices; views on health, disability and disease; family rituals, traditions and routines; role of authority figures within and outside of their family; religion and spirituality; acculturation level; use of traditional and spiritual healers; understanding of and desire for services.

Skills

- Develop relationship building and communication skills, including how to address family members and how to use and interpret non-verbal cues, that are syntonic with cultural norms
- If not Spanish-speaking, become skilled at working with a translator
- Become skilled in engaging and working with family members in services
- Partner with traditional and spiritual leaders
- Try new strategies when traditional strategies do not work
- When unsure, ask questions and practice active listening

What can organizations do to show/demonstrate their commitment to diversity, equity, and inclusion?

Policy

Procedure

Practice

Accountability



Questions and
Comments



**Thank
you!**