

Familyhood

Statewide Training

Cultural Considerations

Strategies for Serving Diverse Families Effectively



Overview

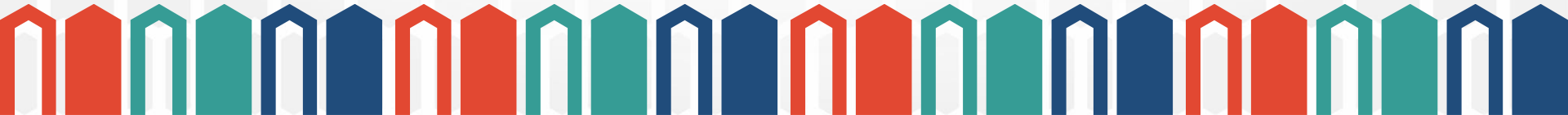
- Contemporary Oklahoma Families
- Language Erosion in Immigrant Families
- Human Services & Community Development
- Serving Refugee Families
- Implications for Practice

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Contemporary Oklahoma Families

Armon Perry, Ph.D., Familyhood



Contemporary Oklahoma Families

Oklahoma Demographics

- White, non-Hispanic
62.6%
- Hispanic or Latino
12.9%
- American Indian
9.5%
- Black/African American
7.9%
- Asian
2.6%

Oklahoma Immigrant Data

- 6.1% foreign born
- 3.7% are U.S. born, living with an immigrant parent
- 8.6% of Oklahoma's workforce

Contemporary Oklahoma Families

- Culture shapes individuals' and families' lived experiences
- Cultural humility goes beyond cultural competence as it acknowledges fluidity and power differentials
- Self awareness and understanding the impact of culture is key to establishing rapport

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Shared Language Erosion:

A new consideration for work with immigrant families

Dr. Ronald B. Cox Jr., Oklahoma State University

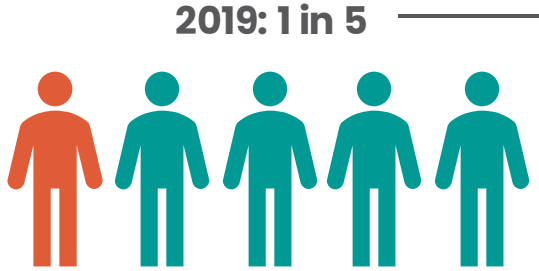
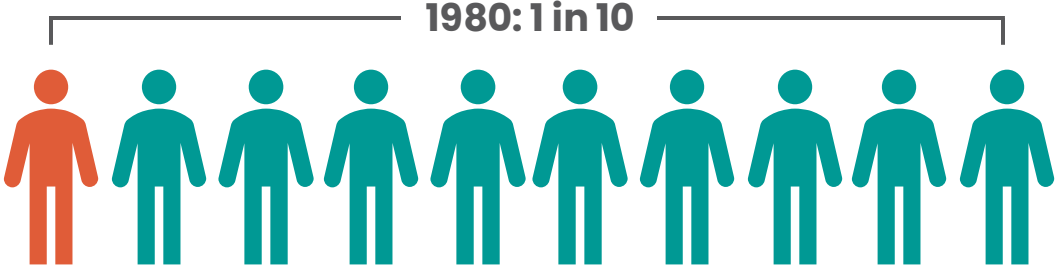


The Urgent Need

- 88% of U.S. population growth over the next five decades
- 28% of the current U.S. population
- 21% of school-age children speak a language other than English at home

Over three decades...

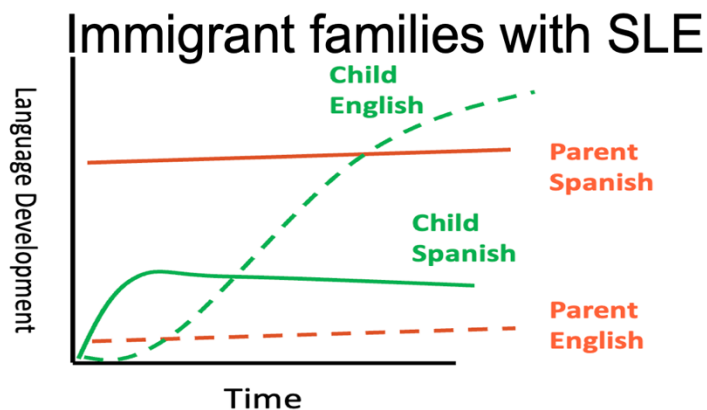
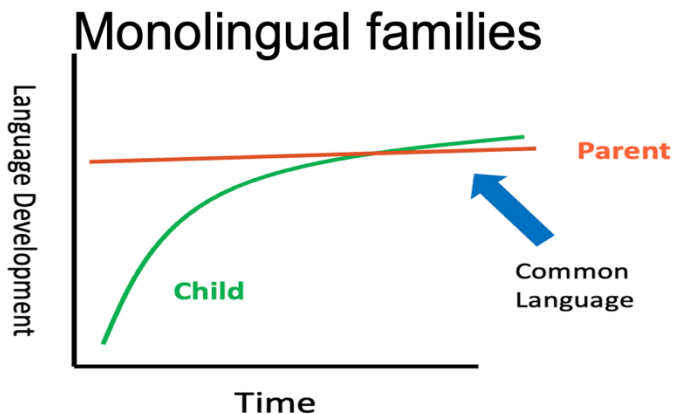
Language Other Than English Spoken at Home



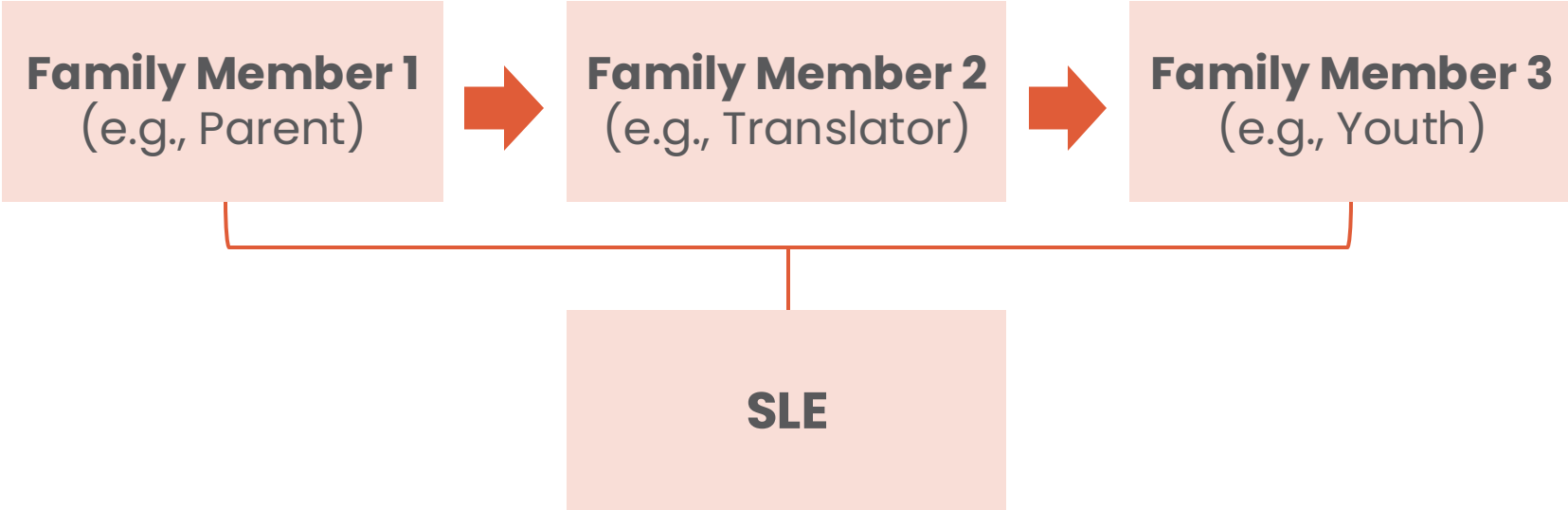
Source: U.S. Census Bureau

What is Shared Language Erosion?

By age 12, only 15% of immigrant children prefer to speak their HL at home, and this drops to 4% by age 18.



Intra-Family Language Brokering



Immediate Impacts of SLE

How might SLE impact:

- Families?
- Child development?
- Ethnic and cultural identity?
- Sense of belonging?
- Parent involvement in school?
- SLE is exacerbated with age and increasingly complex topics abstract

Transgenerational Impacts of SLE

- How might SLE affect the parenting styles of parents who experienced SLE as children?
- Immigrant paradox

How much is communication affected by SLE?

Think of communication as a “recipe” to success!

Ingredients

- 3 cups all-purpose flour
- 1 tsp baking soda
- $\frac{3}{4}$ tsp salt
- 2 sticks butter, room temperature
- 1 cup brown sugar, packed
- 1 cup white sugar
- 2 eggs
- 2 tsp vanilla
- 2 $\frac{1}{2}$ cups chocolate chips

Instructions

- Preheat oven to 350 F
- Beat together the butter & sugar until creamy
- Add in eggs and vanilla & mix
- Add in remaining dry ingredients & mix until there are no dry spots of flour in the dough
- Mix in the chocolate chips
- Scoop golf-ball sized portions of cookie dough and place on baking tray
- Bake for 11 minutes & let cool before serving



10% SLE is enough to derail communication!

Ingredients

- 3 cups all-purpose flour
- 1 tsp baking soda
- $\frac{3}{4}$ tsp salt
- 2 sticks butter, *room temperature*
- 1 cup brown sugar, packed
- ~~1 cup white sugar~~
- 2 eggs
- 2 tsp vanilla
- 2 $\frac{1}{2}$ cups chocolate chips

Instructions

- ~~Preheat oven to 350 F~~
- Beat together the butter & sugar until creamy
- Add in eggs and vanilla & mix
- Add in remaining dry ingredients & mix until there are no dry spots of flour in the dough
- Mix in the chocolate chips
- Scoop golf-ball sized portions of cookie dough and place on baking tray
- Bake for 11 minutes & let cool before serving

- Why isn't my butter mixing well with my sugar? *They didn't know it needed to be room temperature.*
- My mixture seems too runny! *They didn't know they needed another cup of sugar.*
- My cookies are burnt! *They had to guess the temperature, so the cookies were overbaked.*



30% SLE is can be devastating!

Ingredients

- ~~3 cups~~ all-purpose flour
- 1 tsp baking soda
- $\frac{3}{4}$ tsp salt
- 2 sticks butter, *room temperature*
- 1 cup brown sugar, packed
- ~~1 cup~~ white sugar
- ~~2~~ eggs
- 2 tsp vanilla
- 2 $\frac{1}{2}$ cups chocolate chips

Instructions

- ~~Preheat oven to 350 F~~
- Beat together the butter & sugar until creamy
- Add in eggs and vanilla & mix
- Add in remaining dry ingredients & *mix until there are no dry spots of flour in the dough*
- Mix in the chocolate chips
- ~~Scoop golf ball sized portions of cookie dough and~~ place on baking tray
- ~~Bake for 11 minutes~~ & let cool before serving

I can't tell what I'm supposed to be making! Nothing makes sense!



Conclusion

How might understanding SLE impact what you do?

Questions?

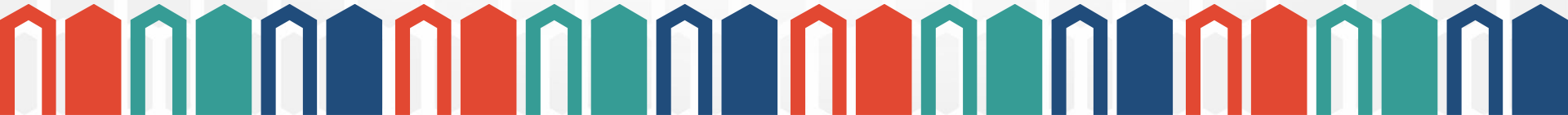
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Human Services and Community Development

Holly Towers, LCSW, Executive Director
Lilyfield Empower Family Resource Centers





Human Services as Community Development

The United Nations defines community development as a process where community members work together to solve common problems and take collective action. It's a broad concept that can be applied by civic leaders, activists, and professionals to improve communities.

- Hiring staff from communities served
- Creating a Parent Advisory Council
- Conducting Community Needs Assessment prior to program development



Human Services as Community Development

- Not Risk-Averse

"We may be uncomfortable with some of what we learn."

- Creative

"We can find new ways to approach old problems."

- Inherently Strengths-Based

"We believe the expertise needed to solve these problems lies within this community."



Key Questions

Leadership

Who are the leaders in the community?

Who does everyone go to for help?

Who is leading the grass roots efforts like PTA and Neighborhood Associations?

Staffing

Has my staff have lived experiences similar to our service recipients?

What will it take to hire, train, and support staff members with lived experience?

Am I prepared to have conversations that may challenge my way of thinking?

Strategic Planning

Whose priorities am I most attuned to?

Do my goals align with those of this community?

What community members have a voice at the table with me?

Do my funders understand my approach?

Service Delivery

Will this intervention be well received here?

Does this community want this service?

What does the community think is its biggest need?

Who is going to deliver the intervention?

Questions?

Holly Towers, LCSW
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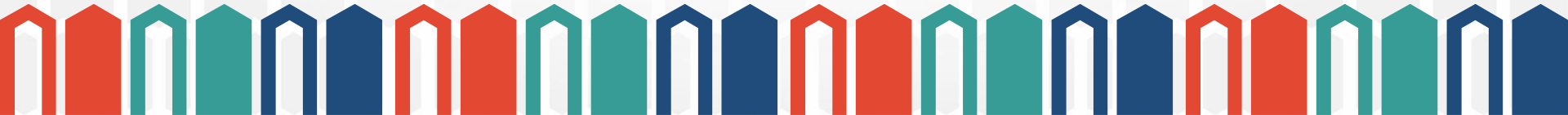
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Refugee Families

Serving Diverse Families Effectively

Sang Rem, Executive Director of Resettlement

The Spero Project



Refugee

A person who has been forced to flee his or her country because of war, violence, or persecution for reasons of race, religion, nationality, political opinion, or membership in a particular social group.

Answer the following questions:

1. A kon teng na ur?
2. Na hming ngan tu
3. Na suah nia ngan tu
4. ကျွန်တော်ဘယ်လိုကညီရမလဲ?
5. မင်းမှာ ကလေးဘယ်နှစ်ယောက်ရှိလဲ?

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Personal Experience as a Newcomer

Spero Programs and Why

- COVID-19 Response
- Welcome Exchange

Questions?

Sang Rem
sang@thesperoproject.com

Implications for Practice

- Practice preparatory empathy
- Adopt asset framed language
- Account for cultural considerations in assessments
- Incorporate a participatory action approach to program development and evaluation

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**Final Questions or
Comments?**



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