



Cultural Diversity

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ADEC

ADEC is a state-wide, community based organisation that aims to:

‘empower people with disabilities from ethnic backgrounds, their carers and families, to fully participate as members of the Victorian community’

How we do that

- Language specific carer support groups
- Respite program
- Advocacy
- Training
- Mental health support groups & community development
- HACC Access & Support program
- Research



What is culture?

“... is about the individual ‘self’ and how that self is influenced by the surroundings in which it has developed”



It is a reflection of our attitudes, beliefs, expectations and goals; it informs and affects all human behaviour

Aspects of culture

- Identity
 - Communication and language
 - Dress and appearance
 - Food and eating habits
 - Relationships, family and friends
 - Values and norms
- Time and time consciousness
- Beliefs and attitudes
- Mental processes and learning style
- Work habits and practices

CALD

Cultural and linguistic diversity (CALD) refers to a situation where:

- the language spoken at home or by one or both parents is a language other than Australian English, and/or
- the cultural and social customs of the individual are different from the range of Australian cultural and social customs

The term excludes Aboriginal and Torres Straits Islander (ATSI) backgrounds

Dimensions of culture - relationships

Equal

Hierarchical

Informal

Formal

Connected

Distant

Relationship

Task

Leisure

Work

Individualist

Collectivist

Control

Harmony

Subjection

Change

Tradition

Youth

Age

Single sex

Mixed sex

Religious

Secular

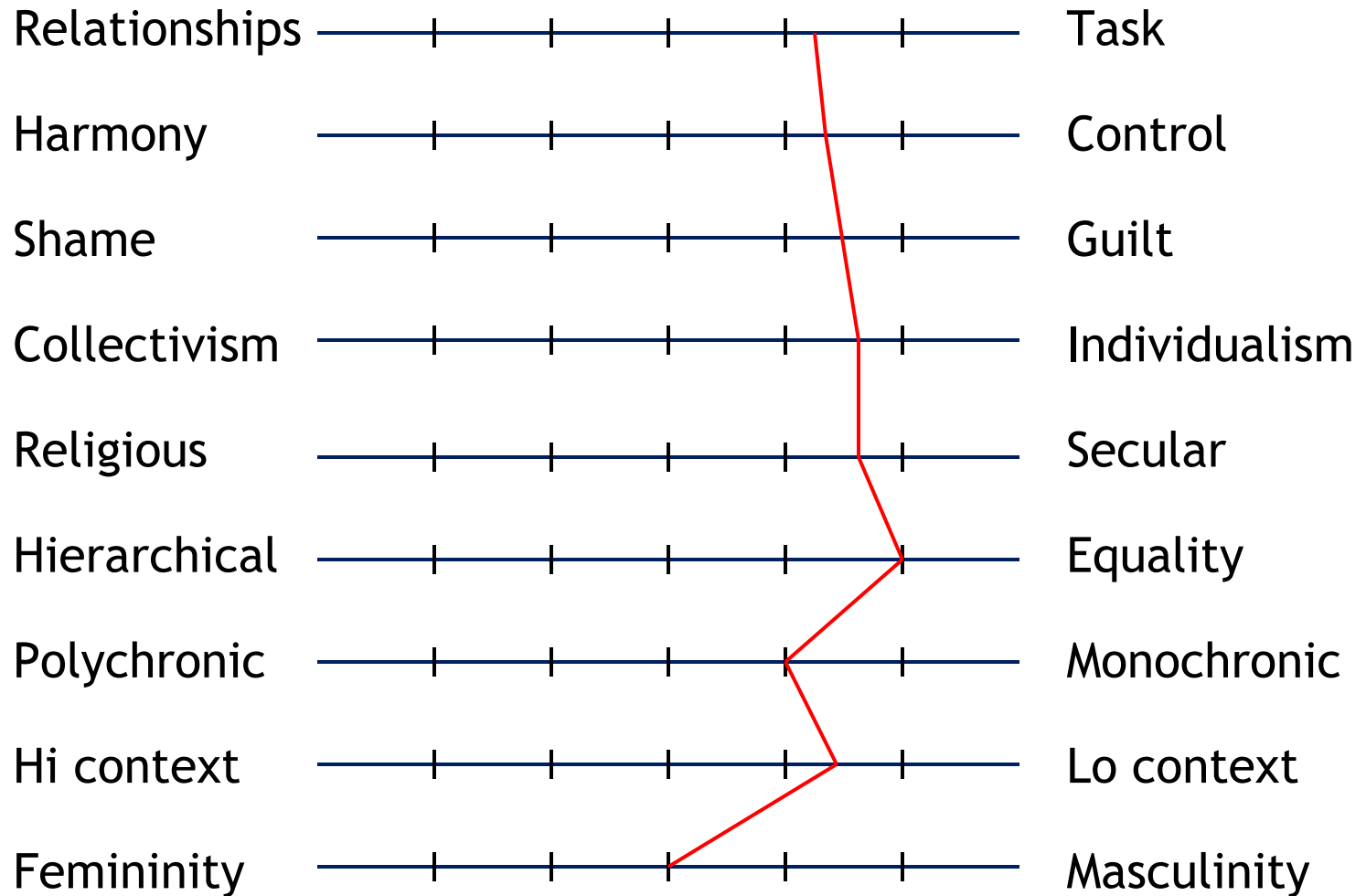
Femininity

Masculinity

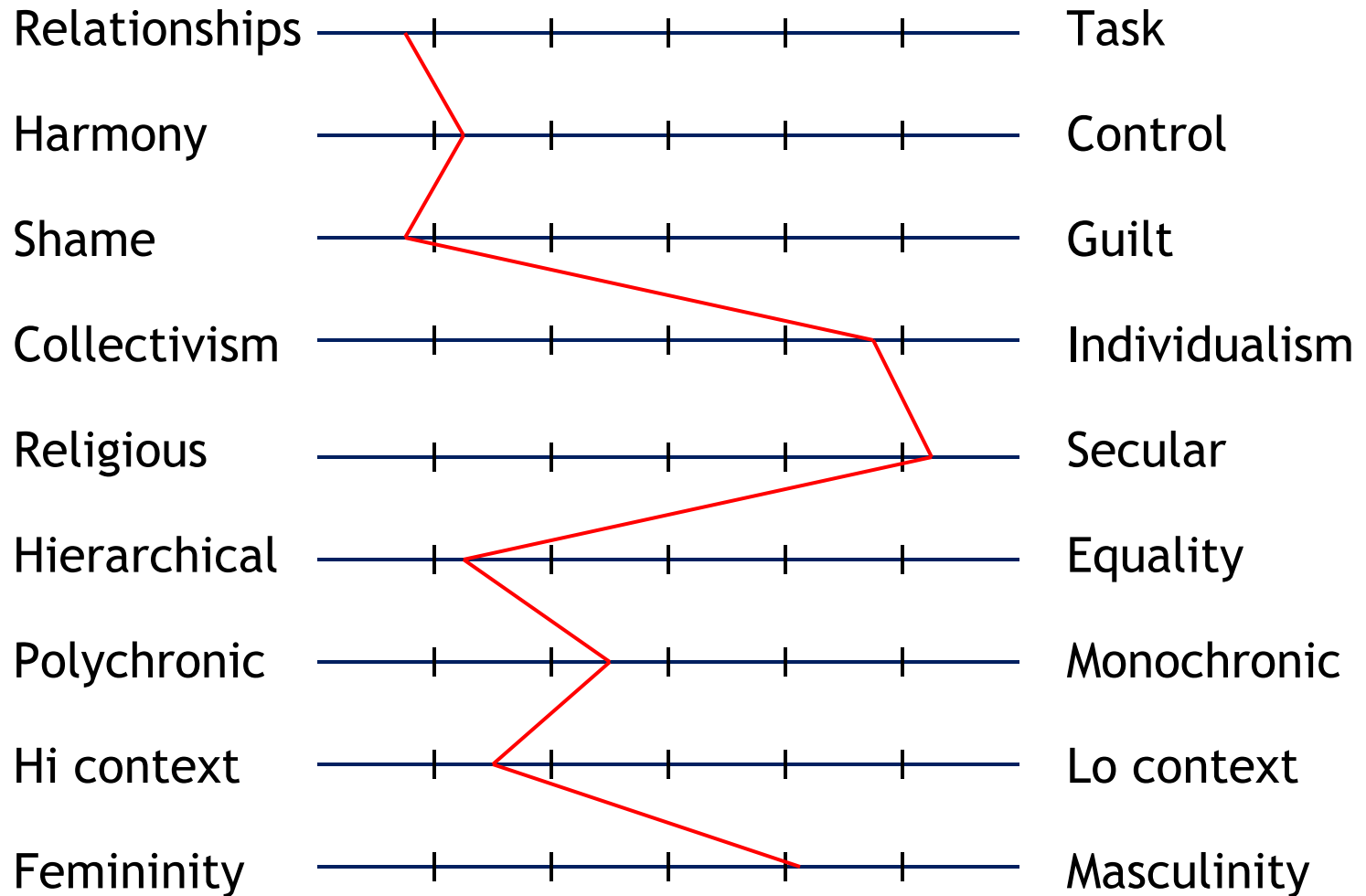
'Our' time

'Their' time

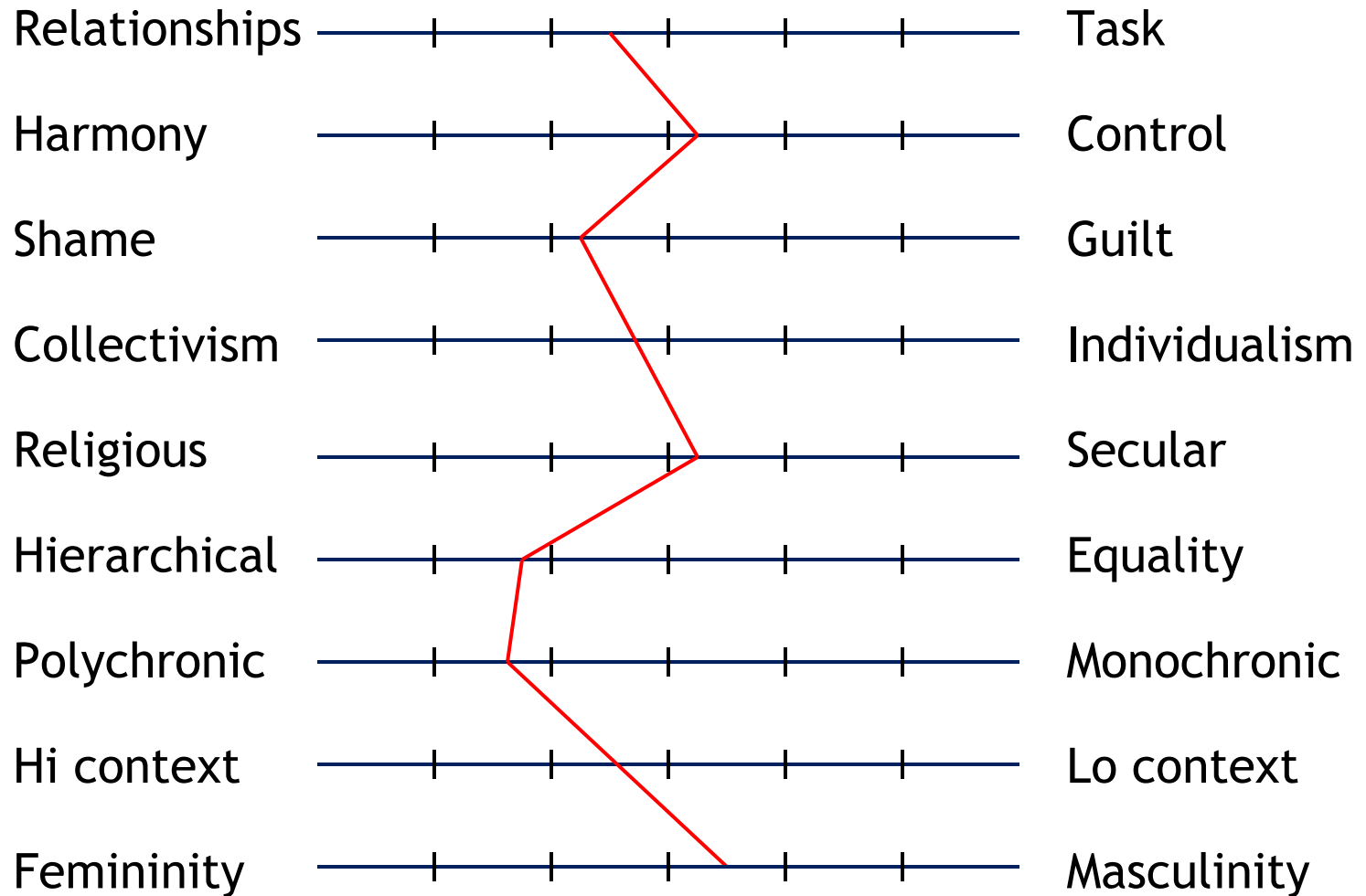
The cultural mirror - Australia



The cultural mirror - China



The cultural mirror - India





Understanding diversity

- Are you self-aware?
 - Your cultural identity, values, perceptions?
 - How were they formed?
 - How do they influence you?

Four layers of diversity

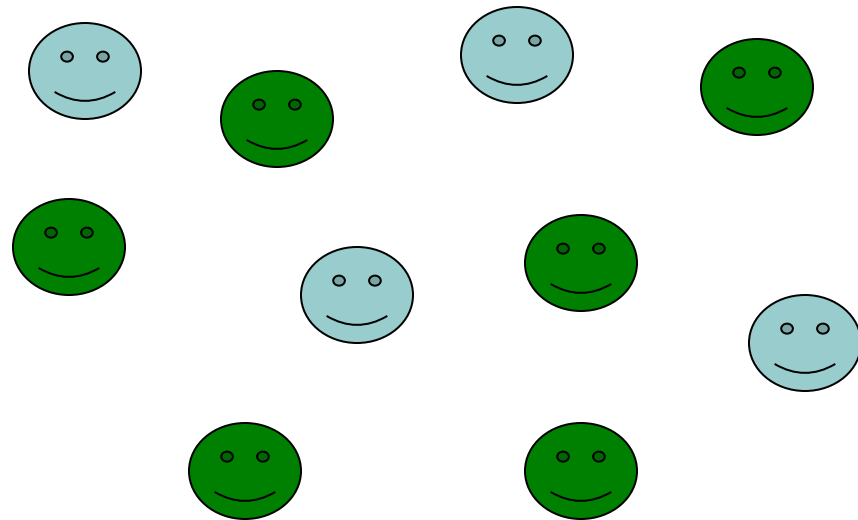
- Personality
- Internal dimensions
 - Race, gender, age, ethnicity, physical ability, sexual orientation
- External dimensions
 - Location, income, religion, marital status, education, personal habits
- Organizational dimensions
 - Work or profession, seniority, status, work location, union affiliation

Cultural implications

- How do these dimensions impact on such issues as:
 - physically arranging the workplace
 - defining acceptable/unacceptable behaviour
 - holidays, time off and working patterns
 - advancement, selection and promotion
 - performance standards - eg, time keeping

Diversity - some numbers

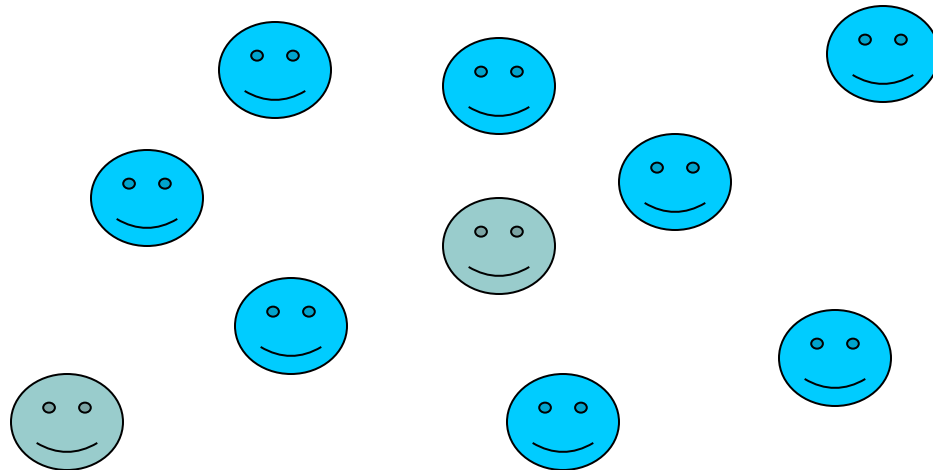
In 2006, 44% of Australians were either born overseas or had at least one overseas-born parent.



ABS, 2006, Census Cultural Diversity Overview

Some more numbers

At 2001, 21% of all Victorians spoke a language other than English at home



Stats for Hume 2006

- Overseas born: 29.2% (43,204)
- Common birthplace:
 - Turkey 13% (5,762)
 - Iraq 10.4% (4,480)
 - Italy 8.4% (3,613)
 - Lebanon 5.6% (2,400)

Stats for Hume (cont)

- Languages spoken at home:
 - Turkish 21.9% (11,732)
 - Arabic 17.0% (9,106)
 - Italian 12.5% (6,700)
 - Assyrian 9.3% (5,002)
 - Greek 5.5% (2,966)

- English proficiency: Not well/Not at all
 - Vietnamese 35.7%
 - Assyrian 30.8%
 - Turkish 23.9%
 - Arabic 19.3%

Stats for Hume (cont)

- Birthplace by age:
 - 19-25: Turkey, Iraq, Lebanon, Philippines
 - 26-44: Turkey, Iraq, Lebanon, Sri Lanka, India
 - 45-64: Turkey, Iraq, Italy, Lebanon, Greece
 - 65-74: Turkey, Italy, Malta, Greece
 - 75+: Italy, Malta, Greece
- Religions:
 - Catholic 39.9% (54,480)
 - Islam 13.3% (19,688)
 - Anglican 9.4% (13,864)

Impact of migration

- Pre migration
- Migration
- Post migration

Pre Migration

- Traumatic experiences
- Loss of family members
- Instability and concerns for safety
- Abuse
- Physical and emotional preparation to flee
- Leaving family members
- Leaving behind homes/jobs
- The future?

Migration

- Enormous concerns about health and well-being
- Inadequate medical care channels
- Hunger
- Prolonged stays in refugee camps
- No stable housing
- Loss of family and separation from those behind
- The future?

Dadaab refugee camp - Kenya



The world's largest refugee camp. Established in 1991 by the UN. Approximately 250,000 people

Somali refugees at Dadaab



Refugee camp in Yemen



Somali refugees reaching Yemen



Post - Migration

Migration may offer safety, but.....

- Confusion and disorientation
- Language barriers
- Anxiety
- Precarious living situations
- Unemployment
- Dependence on a new culture
- Feeling culturally isolated and misunderstood
- The future?

Perception of disability/mental health

The perception of ability and disability/mental health varies greatly across and within cultures

When a person has a mental illness/disability/, family members from all cultures look for a reason or a cause outside of a medical one

Disability (cont)

Some common myths about people with disability:

- They are unwell
- If they have mental illness, they are violent or dangerous
- They are ‘childlike’ and need protection
- They are asexual
- People with Down syndrome are always happy

Beliefs about causes

- Gift from God
- Chosen parents
- Sin
- Curse or spirits
- Poison
- Lack of willpower
- Bad Blood

Barriers to service access

Barriers to seeking or accepting assistance

- Protection from religion - blessings, prayer
- Family will help (Collectivist view)
- Culture does not permit disclosure to others
- Utilise traditional support/solutions first
- Reduced levels of support
- Lack of knowledge of service systems
- Difficulties in navigating the systems
- Stigma in seeking help
- Perceptions of people in authority
- Experience of discrimination

Service barriers

- ❑ Poor level of knowledge about communities
- ❑ lack of networking with communities and other agencies
- ❑ Lack of outreach to communities (especially those most newly arrived)
- ❑ Cross cultural communication difficulties e.g lack of knowledge & use of interpreters
- ❑ Difficulties in providing suitable information to communities e.g inappropriate or limited use of translated materials

Advocacy Program

- State-wide service
- Offers support to people with disability and their carers from a non English background
- Works with people of all ages and gender
- Clients receiving assistance have all types of impairments including physical, intellectual, sensory and mental health issues
- Works within the human rights framework

Client Issues may include:

- ❑ Immigration (e.g Carer visa)
- ❑ Education
- ❑ Aids and Equipment
- ❑ Accommodation
- ❑ Financial (e.g. Centrelink)
- ❑ Case Management
- ❑ Legal
- ❑ Support Services
- ❑ Communication

Councils

- Councils are main partners of ADEC
- Very good in services delivery
- ADEC's Access and Support programs work closely with all councils throughout Victoria

Collaborative projects

Wyndham City Council

Established higher needs groups in partnership with ADEC that include:

- ❑ Senior Chinese high needs career group
- ❑ Karen high needs carers group
- ❑ African high needs carer group
- ❑ Arabic high needs carer group
- ❑ Community development projects
- ❑ Art Therapy Workshops.

Manningham City Council

Project title: Cultures in the Know

Focused on mental illness in diverse communities to enhance mental well-being through inclusion and support.

Three steps:

- ❑ Identification of the faith groups
- ❑ Identification of needs
- ❑ Training

NDIS

ADEC is registered as NDIS provider

- ❑ Issues with NDIS and CALD

Effective engagement

Three principles

- We each have individual responsibility for making diversity work
 - Accept
 - Respect
 - Work
- Be honest, with yourself and with others
- Try to concentrate on the strengths of similarities, not the divisiveness of differences

Communication, communication, communication