

We CARE Calgary

CARE Strategy

VISION

Children and youth of immigrant families in Calgary, will achieve *equitable levels of academic, community involvement and vocational success*, comparable to the general population of children and youth.

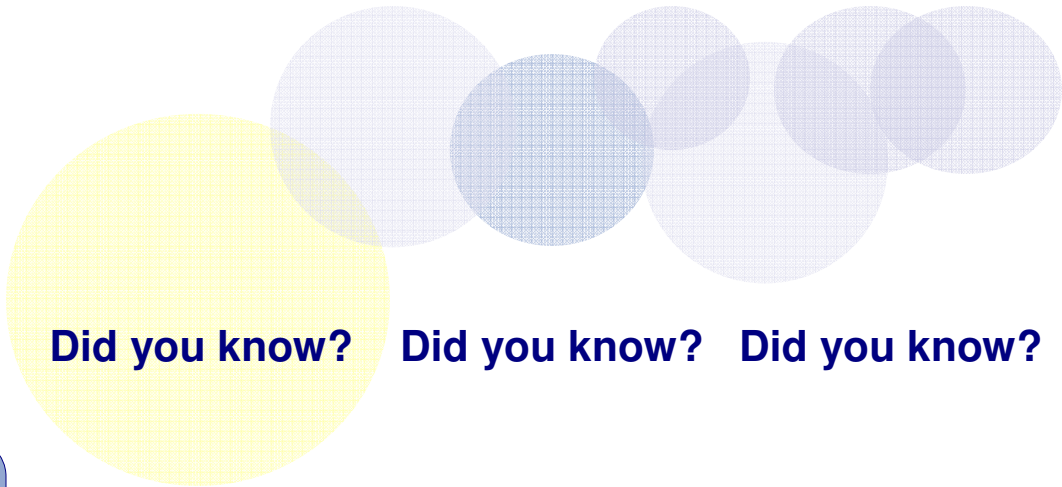
CARE Strategy and Cultural Competency

Care Strategy will publish quarterly newsletters throughout 2009 with each newsletter focusing on one of four CARE Strategy goals: cultural competency, accessible aligned and coordinated services, research and education systems. December's newsletter will focus on Cultural Competency.



Inside this edition

- CARE Strategy and Cultural Competency
- Did you Know?
- CARE Strategy and Cultural Competency in Calgary
- What is Cultural Competency



Did you know? Did you know? Did you know?

CARE Strategy

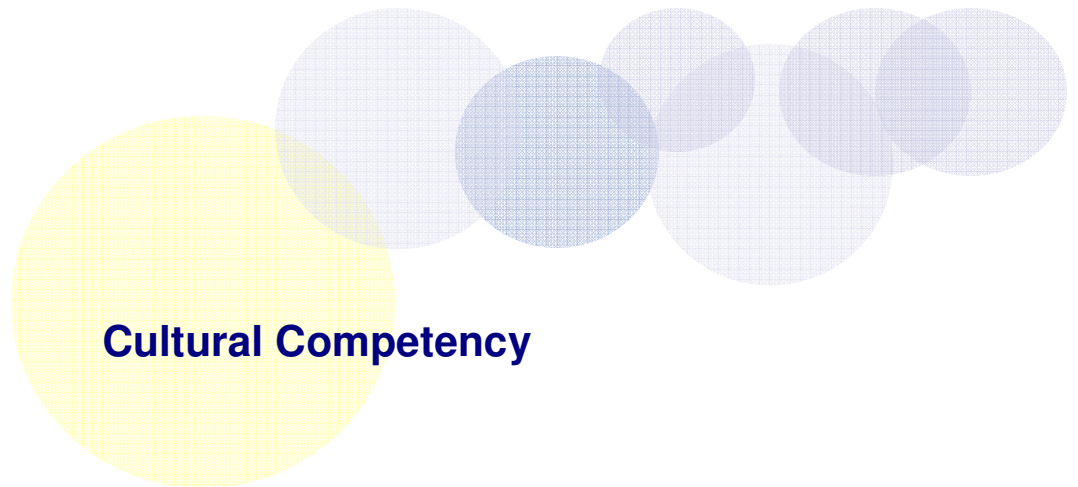
MISSION

Calgary communities work collaboratively to enhance and coordinate strategies that promote the positive socio-economic, academic and cultural well-being of children and youth from immigrant families.

- About 31,930 immigrants in Alberta were children under age 15. This represented 6.1% of the immigrant population. (last update July 2008, Alberta Employment & Immigration)
- Drawn by its stronger economy, immigration to Calgary has increased consistently over the past decade, reaching a record level in 2008, with The Philippines becoming Calgary's most important immigrant source country (volume 3, Calgary & Region Social Outlook 2009-2014, p. 2)
- In 2009, the Government of Canada expects to accept between 240,000 and 265,000 immigrants to Canada. Assuming that Calgary continues to receive its five-year average share of 4.5 per cent of Canada's immigrants, this would result in a total of between 10,700 and 11,800 immigrants landing in Calgary in 2009. (volume 3, Calgary & Region Social Outlook 2009-2014, p. 32)
- In Calgary, Economic Immigrants also continue to constitute the majority of immigrants, accounting for 61 per cent of Calgary's immigrants who landed in 2008. Family Class immigrants were the second largest group, accounting for 29 per cent of immigrants, followed by Refugees (8 per cent). (Citizenship and Immigration Canada, 2009b). (volume 3, Calgary & Region Social Outlook 2009-2014, p. 33)
- Calgary's minority communities tend to have a much younger age profile than the city as a whole, with a significantly greater proportion of the population under the age of 15, and a smaller proportion aged 65 and older. (Statistics Canada, 2009j). As a younger population, persons from Calgary's minority communities also tend to be more affected by issues facing families with children. (volume 3, Calgary & Region Social Outlook 2009-2014, p. 34)
- Calgary's visible minority persons and recent immigrants are on average better educated than the population as a whole, with a high proportion having attained a university degree (approximately .44%) Level of Education for Selected Groups (Age 15+), Calgary (CSD), 2006 (volume 3, Calgary & Region Social Outlook 2009-2014, p. 34)

Cultural Competence

Integration of cultural diversity in all aspects of organizational structures and functions. (Van Ngo, (2008) Cultural Competence: A Guide to Organizational Change, page 31)



Cultural Competency

What is Cultural Competence?

Cultural competency goes beyond changing personal beliefs and habits. Cultural competency tackles institutional practices to achieve social change

Patricia St.Onge in *Embracing Cultural Competency A Roadmap for Non-Profit Capacity Builders* refers to cultural competent capacity building as a process that begins with an understanding of historical realities and an appreciation of the community's assets in its own cultural context. The process should enhance the quality of life, create equal access to necessary resources, and partner with the community to foster strategic and progressive social change.

Cultural competence is defined by consultants Gloria Murrant and Douglas Stewart as an approach that "acknowledges and incorporates, at all levels, the importance of culture, the assessment of cross-cultural relations, vigilance toward the dynamics that result from cultural differences, the expansion of cultural knowledge, and the adaptation of services to meet culturally unique needs."

Cultural competence in the organizational context, encompasses personal and collective abilities to function effectively in cross-cultural situations. At the individual level, cultural competence

involves congruent personal philosophies, attitudes, knowledge, skills that enable individuals to interact with people of diverse cultural values, beliefs, customs, and practices with respect, appreciation and effectiveness. At the system level, cultural competence refers to the demonstrated capacity of the organization to work effectively with cultural diverse populations, through explicit integration of cultural diversity into all aspects of its organizational values, structures, policies and practices.

Cultural competence focuses on both process and end results. As a process cultural competence requires individual members of an organization to continually reflect and take action to achieve personal attributes, knowledge and skills for cross-cultural interaction. It also requires an organization, as a system, to demonstrate developmental efforts to reflect, plan, implement, monitor, evaluate and revise a coordinated, comprehensive plan of organizational change in order to effectively respond to the changing diversity in the community.

End results of cultural competence are defined by concrete indicators that demonstrate effectiveness of individual members and their collective entity in working with cultural diverse populations (Van Ngo, Hieu (2008) *Cultural Competence: A Guide to Organizational Change*, page 30)

Foundational Principles of Cultural Competence

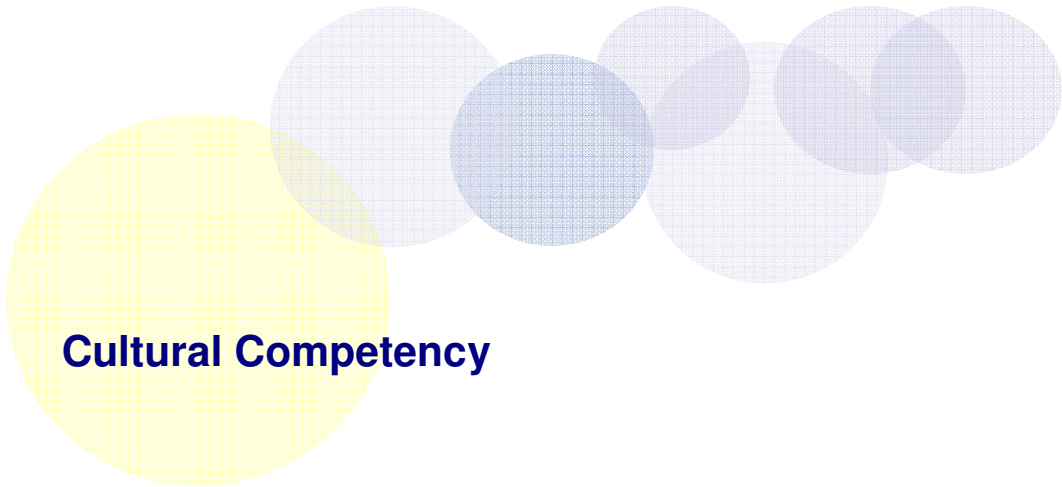
Valuing Cultural Diversity – expresses explicit recognition and respect for cultural, racial, ethnic, religious and linguistic diversity

Social Justice- is concerned with well-being and participation of all community members in the social, educational, political, economic and cultural life of the community.

Entitlements and Rights- Recognizes the rights of people of all cultural backgrounds to quality, equitable services in all spheres of their lives.

Structural Transformation- works on racial equity as an integrative part of organizational transformation and embraces transparent dialogue about racial inequities and discrimination

Equality & Equity – provide community members of diverse cultural backgrounds with equal opportunities to access quality responsive service (Van Ngo, (2008) *Cultural Competence: A Guide to Organizational Change*, page 35-36)



Cultural Competency

Policy Development

- In 2008, the new Canadian Experience Class of immigration was initiated. This new class allows certain Temporary Foreign Workers and foreign student graduates with work experience to apply directly for permanent residency and have their Canadian experience included as part of their selection criteria. (volume 3, Calgary & Region Social Outlook 2009-2014, p. 39)
- In 2006, The City of Calgary was one of the first municipalities to join The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD). In late 2008, an Action Plan was unanimously approved by City Council and a budget of \$308.9K was allocated over 3 years. In
- 2009, positions will be staffed to create a work plan to implement the Action Plan and to ensure that racism and discrimination remain priority areas for The City of Calgary and the community. (volume 3, Calgary & Region Social Outlook 2009-2014, p. 39)
- In 2008, The City of Calgary implemented a new policy that will allow people to wear traditional clothing such as hijabs while swimming in City of Calgary pools. This new policy follows controversy in other cities about the wearing of hijabs in various sports and recreational activities, including pools. The rationale for accommodation of nontraditional dress in pools is that teaching basic swimming skills to populations that may otherwise not be exposed to the water is important to save lives. (volume 3, Calgary & Region Social Outlook 2009-2014, p. 39)

CARE Strategy and Cultural Competency in Calgary

CARE Strategy Network - The City of Calgary

The City of Calgary CARE strategy network group has decided to start work on the letter "C" of the CARE Strategy Strategic goals – all services affecting children and youth of immigrant families have **core cultural competencies** that improve accessibility and inclusiveness for children and youth of immigrant families. This network group has decided to use Cultural Competence: A Guide to Organizational Change 2008 version to guide their work along the continuum towards cultural competency.

CARE Strategy – Alberta Teacher's Association

The CARE Strategy would like to thank the Alberta Teacher's Association (ATA) for an invitation to be a member of the inter-cultural teacher's guide community collaboration. Collaboration members represent teachers, academics, researchers, immigrant sector, and community. The topical areas in the guide flows from self reflection through classroom activities into engaging families and community. Please look for this guide to be available to on the ATA website by Spring 2010.



May your Holiday Season be filled with joy and may the new year bring peace, happiness and prosperity!

Season's Greetings to you and your family

from CARE Strategy