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Who We Are and What We Do

- Conduct research and provide research-based information to inform ACF programs and policies supporting low-income Hispanic children and families around:
  - Poverty and self-sufficiency
  - Healthy marriage and responsible fatherhood
  - Early care and education

- We do this through:
  - Building research capacity
  - Dissemination and outreach

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Disclaimer

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A few remarks from...

Jennifer Amaya-Thompson, M.S.W.
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Developing Culturally Responsive Approaches to Serving Diverse Populations: A Resource Guide for Community-Based Organizations

Michael López, Kerry Hofer, Erin Bumgarner, and Djaniele Taylor


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Seven Key Components

1. Defining cultural competency
2. Choosing interventions
3. Needs assessment
4. Measurement
5. Collaboration
6. Workforce diversity
7. Budgeting

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Defining Cultural Competency

- Different definitions of cultural competency
  - Knowledge and biases
  - Communication and interpersonal skills
  - Organizational systems and policies

- Cultural competency – it’s everyone’s business!
  - Individual level
  - Staff level
  - Policy and program level

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Choosing Interventions

- Are interventions effective and for whom?
- Identifying evidence-based programs
- Linguistic and cultural adaptations of programs
  - Language translation
  - Cultural adaptation

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Needs Assessment

- What is a needs assessment?

- Different approaches
  - Collecting internal data
  - Accessing external data
Measurement

- Important aspects of measurement
  - Cultural and linguistic appropriateness
  - Technical construction of measures
  - Sensitivity to detecting change over time
  - Specific training and administration requirements
Collaboration

- Why collaboration is important?
- Complementary areas of expertise across organizations
- Program to program collaboration
- Partnerships between programs and researchers
- Other collaborative partnerships

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Workforce Diversity

- Bilingual/bicultural workforce
- Recruitment and retention of diverse staff
- Training and professional development opportunities
- Organizational commitment and infrastructure

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Budgeting

- Budget implications for programs?
  - Staffing
  - Training
  - Programmatic resources and materials
  - Cost of access accommodations
    - Cultural brokers
    - Translation or interpreter services
Panel Discussion

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Q & A from the Audience

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Thank you!

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