Research Paper Medical science

Cultural Competence for Educators

PRIYA DHARSHNI S Research Scholar Faculty of Management Science Anna University Regional Center Coimbatore Jothipuram post Coimbatore – 641047 Tamil Nadu, India

DR M.V.SUBHA Associate Professor Faculty of Management Science Anna University Regional Center Coimbatore Jothipuram post

ABSTRACT

Cultural competence is a key factor in empowering educators to be effective with students from cultures other than their own. Cultural competence is having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. Cultural competence makes to understand the within-group differences that create each student unique, while celebrating the between-group variations that make our country a tapestry. This understanding notifies and magnifies teaching practices in the culturally competent educator's classroom.

KEYWORDS Cultural, Competence, Educators

Why is cultural competence such iconic topic?
NEA President Dennis Van Roekel has noted, "Educators with the skills, knowledge, and attitudes to value the diversity among students will contribute to an educational system designed to serve all students well."

As educators, the best for students is needed and seek ways to meet the needs of all learners in our classrooms. Educators sometimes find that this requires skills and knowledge far above and beyond the content area while teaching. The demographics of student population are changing rapidly; educators and other staff do not reflect the diversity of the classrooms that serves.

Cultural competence runs a set of skills that professionals need in order to mend the practice to serve all students and communicate efficiently with their families. These skills enable the educator to form on the cultural and language qualities that young people get to the classroom rather than seeing those qualities as shortfalls.

Cultural competence training examines educators to confront the stereotypes held both consciously and unconsciously about students. Bias affects the way that we perceive and teach students and has the potential to negatively affect student achievement.

Teachers who seek to become more culturally competent can build relationships based on trust with students and their families, despite the fact they experience the world in different ways. This is necessary to closing academic achievement gaps and to fulfilling all studentsright to a quality education.

What is cultural competence mean?
Cultural competence refers to a capability to interact excellently with people of different cultures and socio-economic backgrounds, mainly in the context of human resources, government agencies, and non-profit organizations whose employees work with people from different cultural/ethnic backgrounds.

Educators feel dazed by the notion that they may need to learn how to say hi,thank you and shake hands in the multitude of cultures represented in their classrooms. On the hand, cultural competence goes further than memorizing a checklist of surface-level customs and cultural differences.

Cultural competence permits educators to ask questions around their practice in order to effectively teach students who come from different cultural backgrounds.

Developing skills in cultural competence is like learning a language, a sport or an instrument. The learner need to learn, re-learn, constantly practice, and develop in a situation of continuous change. Cultures and individuals are dynamic — they continuously adapt and evolve.

Cultural competence is:
- Knowing the community where the institution is located
- Understanding all people have a unique world view
- Using curriculum that is respectful of and relevant to the cultures represented in its student body
- Being alert to the ways that culture affects who we are
- Placing the locus of responsibility on the professional and the institution
- Examining systems, structures, policies and practices for their impact on all students and families

Basic Five Competencies for Culturally Competent Teachingand Learning
1. Culturally competent teaching and learning facilitates critical reflection.
2. Culturally competent teaching and learning demands respect for others.
3. Culturally competent teaching and learning involves accommodating individual learners.
4. Culturally competent teaching and learning requires the use of intercultural communication skills.
5. Culturally competent teaching and learning requires focused activities and intentionally structuredenvironments.

Four Components of Cultural competence:
(a) Awareness of one's own cultural worldview,
(b) Attitude towards cultural differences,
(c) Knowledge of different cultural practices and worldviews, and
(d) Cross-cultural skills. Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures

Basic Skills of Cultural Competence:
They apply to individual educators as well as the institution they work in and the educational system as a whole. Growth in one area tends to support growth in another (Adapted from Diller and Moule, Cultural Competence: A Primer for Educators, Thomson Wadsworth 2005):

- **Valuing Diversity**. Accepting and respecting differences—different cultural backgrounds and customs, different ways of communicating, and different traditions and values.
- **Being Culturally Self-Aware**. Culture—the sum total of an individual's experiences, knowledge, skills, beliefs, values, and interests—shapes educators' sense of who they are and where they fit in their family, school, community, and society.
- **Dynamics of Difference**. Knowing what can go wrong in cross-cultural communication and how to respond to these situations.
- **Knowledge of Students' Culture**. Educators must have some base knowledge of their students' culture so that student behaviors can be understood in their proper cultural context.
- **Institutionalizing Cultural Knowledge and Adapting to Diversity**. Culturally competent educators, and the institutions they work in, can take a step further by institutionalizing cultural knowledge so they can adapt to diversity and better serve diverse populations.

Strategies
Experts view of Cultural competence:
Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations. **Cross et al, 1989**

Cultural competence is the demonstrated awareness and integration of three population-specific issues: health-related beliefs and cultural values, disease incidence and prevalence, and treatment efficacy. But perhaps the most significant aspect of this concept is the inclusion and integration of the three areas that are usually considered separately when they are considered at all. **Lavizzo-Mourey& Mackenzie, 1996**

Cultural competence refers to a program's ability to honor and respect those beliefs, interpersonal styles, attitudes and behaviors both of families who are clients and the multicultural staff who are providing services. In doing so, it incorporates these values at the levels of policy, administration and practice.**Roberts et al, 1990**

Cultural competence is defined as a set of values, behaviors, attitudes, and practices within a system, organization, program or among individuals and which enables them to work effectively cross culturally. **Denboba, MCHB, 1993**

Cultural humility is best defined not by a discrete endpoint but as a commitment and active engagement in a lifelong process that individuals enter into on an ongoing basis with patients, communities, colleagues, and with themselves.**Tervalon& Murray-Garcia, 1998**

According to researchers at Brown University, culturally responsive teaching is characterized by:
- Communicating high expectations
- Learning within the context of culture
- Culturally-responsive curriculum
- Teachers as facilitators
- Student-centered instruction
- Positive perspectives on parents and families

Cultural competence is entails developing certain personal and interpersonal awareness and sensitivities, understanding certain bodies of cultural knowledge, and mastering a set of skills that, taken together, underlie effective cross-cultural teaching and culturally responsive teaching.

Conclusion
Cultural competence doesn't occur as a result of a single day of training, or reading a book, or taking a course. Educators become culturally competent over time, but researchers suggest some places to start.The cultural competences have the impact on closing achievement gaps the classroom. Through cultural competence student outcomes can be improved by incorporating racial and ethnic minority contributions in curriculum and diversifying pedagogical practices.

Cultural competence makes both a moral and ethical responsibility to create a welcoming environment for students to succeed. The impact of having educators who have the capability to challenge and motivate diverse student populations can dramatically improve our educational system and student outcomes.

REFERENCES

1. Brainy Quote Website [online]. http://www.brainyquote.com/quotes/topics/topic_teacher.html | 2. Banks, J. A., Cookson, P., Gay, G., Hawley, W. D., Irvine, J. J., Nieto, S., et al. (2001). Diversity within unity: Essential principles for teaching and learning in a multicultural society. Phi Delta Kappan, 83(3), 196-202. | 3. "Communicating Cross-Culturally: What Teachers Should Know" Yvonne Pratt-Johnson pratt joy., The Internet TESL Journal, Vol. XII, No. 2, February 2006 | 4. Mercedes Martin, MA, & Vaughn, B.E.(2007) Cultural competence: The nuts & bolts of diversity & inclusion. In Strategic diversity & inclusion management Magazine, Billy Vaughn,PhD(Ed),pp. 31-38 | 5. Vaughn, B. E. (1993) Teaching cultural diversity courses from a balanced perspective. In Creative Teaching, 5 (4), Newsletter of the California State University System Institute for Teaching and Learning. | 6. National Education Association Website [online]. http://www.nea.org/home/39783.htm | 7. Office of Superintendent of public instruction website [online]. http://www.k12.wa.us/cisl/eliminatingthegaps/culturalcompetence/ | 8. Wikipedia website [online]. http://en.wikipedia.org/wiki/Cultural_competence | 9. National center for cultural competence website [online]. http://www.ncccurricula.info/culturalcompetence.html