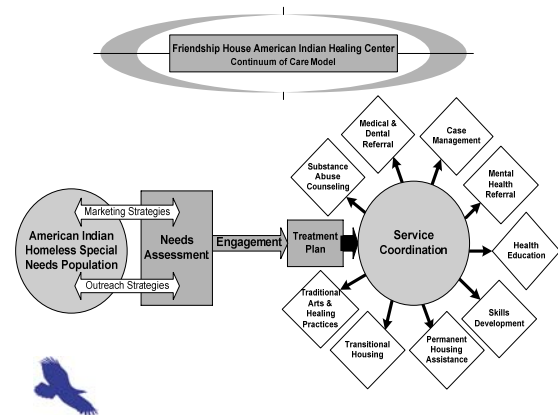


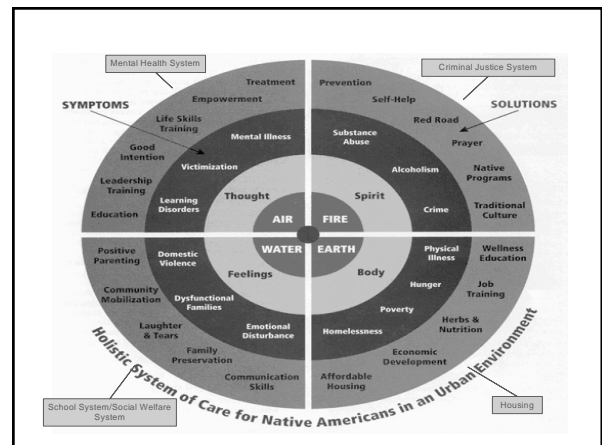
## Creative Strategies for Integrating Cultural Practices in Mental Health and Substance Abuse Treatment

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## Holistic Approach

- Provide treatment for the mind, body, and spirit
- Offer treatment for entire family
- As providers, foster healthy relationships and treatment environment
- Coach the community



## Key Elements of Treatment

- Structure
- Information is in understandable form
- Family support
- Culturally focused
- Positive reinforcement
- 12-Step participation



## Seven Steps to Receiving Services

1. Intake
2. Protocol
3. Orientation
4. Service
5. Plan
6. Followup
7. Thanksgiving



## What is protocol?

Traditional protocol

- Offering tobacco to Medicine People/elders
- Acknowledge elders before you speak in public
- Offer prayer at the request of elders
- Show respect

## Restoration to Balance & Harmony

**Phase 1 (6 weeks required)**

**Level 1: Beginner Stage of Residential Treatment**  
 Restriction Period  
 Case management  
 Orientation: Assessment, Medical/Dental Referrals and Financial needs  
 Residential Treatment Plan established  
 Introduction to groups, assigned chores, orientation group, food bank  
 Release prevention 12-step groups  
 Talking Circle: Health Assessment, HIV/AIDS  
 Introduction into Sweat Lodge, introduction to Supportive Services (throughout group of services)  
 Cultural Identity & American Indian Values group  
 Values = FAITH, Humility, Courage, Integrity

**Level 2: Intermediate stage**  
 Off: Restriction phase  
 Case management  
 Individual Treatment Plan  
 Specific groups tailored to clients needs: Release prevention, Talking Circle, HIV/AIDS, Education, Men and Women's groups, Recovery Sweat Lodge participation, Inpatient Alcohol Detox  
 Family Counseling, Cultural Identity & American Indian Values groups  
 12-step requirements, Life Skills 1, Communication skills, computer training, career development, Job search, develop resume  
 Introduction to Altsace  
 Peer advisor to new clients

**Level 3: Advanced Stage**  
 Case management continues  
 Transition to Altsace treatment plans  
 Residential Counseling sessions 2 times per week  
 Altsace Groups emphasis on Career Development- Life Skills 2, Job Readiness/Interviewing/Conducts, Mock Interviews, Budgeting, Computer Skills Training, Cultural Communication Groups, Peer advisory to friends & family  
 Continued Talking Circles, Release prevention, & Process Groups, Cultural Identity & American Indian Values group  
 Recovery Sweat Lodge, Pow Wows, drumming, traditional arts & crafts  
 Referrals to other agencies/alignment of Support Services, One-pipe Ministry  
 Continued 12-step requirements and sponsorship, Family Counseling/peer support

**Level 4: Senior stage of Altsace**  
 Case Management continues  
 Altsace treatment plan modified if necessary  
 Altsace School, volunteer or Work  
 Individual counseling sessions 2 times per week  
 Continued Life Skills 3, Housing Assistance budgeting, opening bank account, continued Talking Circles, Release Prevention, Process Groups, Roof Road  
 continued Court Mediated Classes  
 Peer Advocacy to Phase 1  
 Continued 12-step requirements and sponsorship  
 Family Counseling/peer support  
 Facilitation of AA/NA meetings & cultural activities, Recovery Events, powwow, drumming, traditional arts & crafts  
 Creation of an Exit/Discharge Plan  
 Transition into community & permanent housing, Participation in the GPRA & health survey  
 Values = CHARITY, Honor, Generosity, Gratitude

## Definition = Culture

: the act of developing the intellectual and moral faculties especially by education 3: expert care and training <b>beauty culture</b> 4 a: enlightenment and excellence of taste acquired by intellectual and aesthetic training b: acquaintance with and taste in fine arts, humanities, and broad aspects of science as distinguished from vocational and technical skills 5 a: the integrated pattern of human knowledge, belief, and behavior that depends upon the capacity for learning and transmitting knowledge to succeeding generations b: the customary beliefs, social forms, and material traits of a racial, religious, or social group; also : the characteristic features of everyday existence (as diversions or a way of life) shared by people in a place or time <b>popular culture</b> <b>southern culture</b> c: the set of shared attitudes, values, goals, and practices that characterizes an institution or organization <b>a corporate culture focused on the bottom line</b> d: the set of values, conventions, or social practices associated with a particular field, activity, or societal characteristic

Merriam-Websters dictionary

## Cultural Competency

- Cultural competency translates into practice
- Culturally based innovations reshape the work
- Culture integrated into projects, policy, procedures, models, EBP, data
- Culture is the life line of the people, your target population

## Cultural Competency vs. Mainstream Approaches

**Main stream**

- Cultural difference only relevant at some points in time, in some situations, where it surfaces in an obvious way, crisis driven
- Feeding the system that disadvantages certain people, privileges others
- Can move people from their cultural base
- Skills valued and seen as separate from culture, e.g., fiscal management, leadership

**Culturally competent**

- Culture in woven and evident throughout
- Challenges system, takes account of inequities and seeks to change power relations
- Can invite people to do the work offering their own cultural knowledge
- Skills valued as an essential part of capacity building both skills are seen throughout

## Mainstream vs. Cultural Competency

- Revolving door and exclusion of diverse staff
- Beliefs that in order to maintain diversity, people need to be developed

- Recruiting, retaining staff
- Recognizes that people bring skills and strengths to the organization and project
- Organization needs to be developed in order to appreciate the range of talents and approaches

Cultural Competency Institute by Alliance for nonprofit management in partnership with National Community Development Institute and Seven Generations