

June 18, 2020



Culture Connections

Your CC News & Updates

June 2020 Family Connections' Culture Connections News!

We first want to acknowledge the ongoing concerns regarding COVID-19 and affirm that we are hopeful and solution focused in supporting our community of providers and clients. We have made temporary changes in our services to reflect the needs and the directives from the CDC and state, and we encourage you to stay connected via our webinars, newsletters, web-site and via email/phone for updates and support.

Our mission is to improve mental health services and outcomes in northern NJ by enhancing the cultural competence of mental health professionals...

And we're excited to share with you some news about our program and team, as well as some resources and upcoming services!

Check out the news below and online for more updates. Have a great day, full of healthy connections!
#WhereHopeMeetsPossibility

Visit our Website

Call to Action

Advocate for Racial Equality and Justice

NJ Cultural Competence Training Centers' response to George Floyd's murder and the continued advocacy for the dismantling of systemic racism and injustices: [Response to Floyd murder and systemic racism](#)

Shape Your Community's Future

Fill out the Census: [United States Census 2020](#)
Register to Vote: [The New Jersey Division of Elections](#)

Upcoming Training

SAVE THE DATE: October 26-27, 2020 Cultural Competency Conference

"Overcoming Incomplete Impressions: Dismantling Conscious and Unconscious Bias in Behavioral Health"

Presented by Family Connections and the Center For Family Services

Our annual conference will be a collaborative effort by both Cultural Competence Training Centers. Save the date and stay tuned [here](#) for updates.

SAVE THE DATE



&



Present the 1st Annual Statewide:

Cultural Competency Conference:

"Overcoming Incomplete Impressions"

Dismantling Conscious and Unconscious Bias in Behavioral Health

October 26-27, 2020

DoubleTree Hotel Tinton Falls-Eatontown, New Jersey



Service Spotlight

Fostering an Environment That Embrace Differences to Strengthen an Organization

Leading with Cultural Competence can shape an organization from the inside out. We asked our Family Connections Human Resources Director, Desare Ward, about her thoughts on the importance of cultural competency woven throughout an organization.

How does cultural competency matter in the makeup of an organization's everyday culture?

It is critical for cultural competency, diversity and inclusion to be embedded and embraced in the organization's mission, vision and overall organizational culture. It creates an environment that accepts the differences of individuals, embraces their strengths, encourages involvement and accepts ideas and opinions across the organization. When this behavior is exhibited, employees have a level of comfort that fosters open communication that embodies trust, mutual respect, and understanding.

Cultural competency builds one of the most valuable assets of an organization--the people, it helps to strengthen relationships on a daily basis and it is the glue that holds the organization together and keeps it above the line.

How do you lead with cultural competency in your role and what benefits have you observed?

My purpose is to demonstrate cultural competency through respectful and effective communication, humility, and empathy for all staff. When employees from all cultures and backgrounds are comfortable communicating and giving feedback, Human Resources is better able to manage their needs and provide support. By following this strategy and exhibiting the highest level of cultural competency, Human Resources continues to connect well with the employees at Family Connections.

An organization thrives best when Human Resources and leadership across the organization has the ability to build and maintain productive relationships. Leadership sets the tone on all levels and when they are harmonious it helps the organization flourish. Family Connections' fosters an organizational culture of transparency that contributes to the longevity and success of the organization.

In what ways does cultural competency impact an organization's recruitment and retention efforts?

Recruitment is my first passion, and at Family Connections, I have grasped a deeper understanding of cultural competency and the significance it has on the recruitment of valuable, impactful, and dedicated employees. We convey the components of the organization's culture and how it intertwines with cultural competency. This approach continues to be effective, which has helped in the hiring and retention of talented and innovative employees. It's rewarding and memorable to see passion expressed by candidates to join our organization. Statements that I recall -- "I admire the culture of Family Connections", "The culture of Family Connections aligns with my professional goals, and "Family Connections seems to be an organization where I can excel" -- demonstrate that a strong organizational culture opens the doors to attracting the best employees. In this way, the culture at Family Connections engages candidates to want our organization to be the next step in their career paths.

Who should be involved in discussions about organizational cultural competency outside of direct service providers and why?

It is important that all levels of staff are involved in discussions regarding cultural competency. In order for cultural competency to be connected to the organizational culture everyone should have a voice and a seat at the table to share their experiences, views, and have the opportunity to provide contributions.

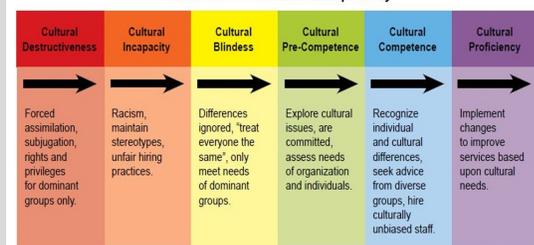
[Learn more about how cultural competency shapes the Family Connections team and services.](#)

Striving for Cultural Proficiency in 2020!

Awareness

Cultural Events in June's History

Continuum of Cultural Competency



While celebrating these cultures and the diversity within them, here are some resources to increase your cultural competency with colleagues and communities you serve, and to motivate you to continue to be aware of the possible needs of clients.

Indigenous Peoples/Native Americans

- June 15: Native American Citizenship Day, commemorating the day in 1924 when the U.S. Congress passed legislation recognizing the citizenship of Native Americans.
- June 21: National Indigenous Peoples Day or First Nations Day, a day that gives recognition to the indigenous populations affected by colonization in Canada.
- Resources: [International Work Group of Indigenous Affairs](#); [National Congress of American Indians](#) ; [Native American Voting Struggles](#)

African Americans/Black Americans

- June 19: Juneteenth, also known as Freedom Day or Emancipation Day. It is observed as a public holiday in 14 U.S. states. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, though the Emancipation Proclamation had existed on paper two and a half years before.
- Resources: [Virtual Juneteenth Celebrations](#); [NAACP](#); [Equal Justice Initiative's Reconstruction in America Report](#)

LGBTQ Americans

- PRIDE Month: June 2020 marks the 50th anniversary of annual LGBTQ+ Pride traditions.
- Last Sunday in June: Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day in the United States. It celebrates the Stonewall Riots on June 28, 1969 where hundreds of people resisted arrest and fought against police oppression.
- Resources: [Virtual PRIDE Celebrations](#) ; [Human Rights Campaign](#); [Supreme Court Rules Civil Rights Law Protects LGBTQ Workers](#); [LGBT Organizations Unite to Combat Racial Violence](#)

Have resources to inform organizations and colleagues about these various cultures and their health data? Share [here](#) for our growing resource library.