CULTURAL COMPETENCE DILEMMAS
Disparity

• Measurable, not assumed, differences between two or more objects, groups, people, or an absence of parity or equality between them
Health Disparity

• Inequalities in health status measured in terms of frequency, diagnosis, mortality, and survival rates by race, income, social class, or ethnicity where these exceed the expected rates for the population as a whole.
Working Definition

- Disparity is any measurable or documented difference between groups
Mental Health Disparity

Principally, a measurable difference in services [clinical choices and decisions], risk, or prevalence/incidence by race, culture, ethnicity, language, gender, or other identifiable characteristics.
Disparities

- Admissions
- Length of Stay
- Recidivism Rates
- Use of Police
- Homelessness
- Mortality Rates
- Involuntary Commitments
- Pattern of Service Use
- Diagnosis of SMI
- Access to Outpatient Care
- Use of Medication
- First Responders
Mental Health Service

• A type of support or clinical intervention designed to address [the] specific mental health needs. A service could be provided only one time or repeated over a course of time, as determined by the service provider.
Service

• A series of clinical choices and decisions reached and shared by the provider, consumer, and family designed to reduce, relieve, or resolve a mental health problem.
# Changes in Mortality 1990 -2008

<table>
<thead>
<tr>
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<td>Suicide</td>
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<td>Cerebrovas</td>
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<td>Malignancy</td>
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<tr>
<td>Liver Disease</td>
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<td>5</td>
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<tr>
<td>Homicides</td>
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Key Factors in Disparities

Help Seeking  Science  Symptoms
Stigma       Research  Workforce
Bias         Collaboration  Advocacy
Service Design  Ethics  Universities
Participation  Public Policy  First Responders
Licensure  Resources  Courts
Standards  Myth  Cultural Beliefs
Training  Fear  MH Literacy
Media  Location  Fragmentation
Intersection Concept

Mental Help Seeking

People of Color

Delay

Ministers

Primary Health Care

Social Services

Behavior
## Diagnosis by Race in Virginia State Mental Hospital Admissions 1990-1999

<table>
<thead>
<tr>
<th>Racial Group</th>
<th>Paranoid Schizophrenia</th>
<th>Schizo-affective</th>
<th>Schizophrenia Undifferentiated</th>
<th>Psychotic Disorder</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>6979 (48% of Total)</td>
<td>7540 (46% of Total)</td>
<td>6316 (47% of Total)</td>
<td>3872 (49% of Total)</td>
</tr>
<tr>
<td>Euro-American</td>
<td>7473 (51% of Total)</td>
<td>8828 (54% of Total)</td>
<td>6928 (52% of Total)</td>
<td>3892 (50% of Total)</td>
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<tr>
<td>Chi-Square</td>
<td>DF=18,</td>
<td>P-value&lt;.0001</td>
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Mental Health - Post Katrina

1. Severe mental illness doubled in frequency
2. Suicide rates increased significantly
3. Substance abuse rates increased greatly
4. Increases in mild to moderate depression
5. Major increases in severe anxiety
6. Anticipated increases in post traumatic stress disorders
7. Increase in homeless mentally ill
8. Demand for services by African American populations has not increased to level expected post-disaster.
9. Unclear how to increase demand for mental health care.
10. Unclear what kind of system to replace former approach
Defining Cultural Competence (3)

• Market-Based Definition
• Cultural competence is the integration and transformation of knowledge, information, and data about individuals and groups of people into specific clinical standards, skills, service approaches, techniques, and marketing programs that match the individual’s culture and increase the quality and appropriateness of health care and outcomes (Davis, 1997).
Real Life Paths

Curva-Linear
Integrated Community Collaborative Care

- Primary Care
- Mental Health
- Substance Abuse
- Pastoral Care
- Justice/Courts
- Housing/Welfare
- Dental Care
- School Health
Recommendations
Status of Cultural Knowledge:

- The Clinical Application of Cultural Competency is Relative

<table>
<thead>
<tr>
<th>Non English Speaking</th>
<th>Native Americans</th>
<th>African Americans</th>
<th>Mexican Americans</th>
<th>Anglo Americans</th>
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</thead>
<tbody>
<tr>
<td>Lowest Income</td>
<td>Asian/Pacific Islanders &amp; Indian/Pakistani</td>
<td>Mexican Immigrants</td>
<td>Middle Income Women</td>
<td>Men</td>
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<tr>
<td>Lowest Income Female &amp; Male</td>
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Lowest _____________________________ Highest