



**Mission:** Champions for a Drug-Free Grant County works with the community to reduce and prevent substance use and violence among youth, their families, and those in future generations.

**Meeting Minutes**  
**Date: February 7, 2022**

**Attendance**

	Ali Rich <i>WIS Success Coach</i>	X	Jodi Clifford <i>St. Elizabeth Nursing Director</i>		Riley Colson <i>SES FRC</i>
X	Amanda Conn Starner <i>PreventionFirst! Sr. Director</i>		Jordyn Johnson <i>CASA Volunteer Coordinator</i>	X	Robin Webster <i>RMB Agency</i>
	Andrea Doughty <i>Anthem</i>		Karla Hurley <i>MCE FRC</i>		Ronda Smith <i>GC CDW</i>
X	Carley Powers Ashcraft <i>NorthKey Prevention Team</i>		Katrina Davis <i>Humana</i>	X	Sarah Lowe <i>Legal Aid Bluegrass</i>
	Carrie Coleman <i>GC Parks &amp; Rec</i>		Kelly West - Chair <i>Williamstown FRYSC</i>		Sarah Tuttle <i>Owen Co. DFC</i>
	Caryn Scheiding <i>WIS Elem. Counselor</i>		Kristen Haddad <i>NKISP/NKCES</i>		Shelli Johnson <i>WIS Academic Advisor</i>
X	Christina Weinel <i>NKODCP/NKADD</i>		Lauren Kathman <i>NKYHD Harm Reduction</i>		Todd Cummins <i>Chief Deputy</i>
X	Danielle Haley- Business Official <i>GC Schools Public Info Officer</i>		Leslie Salsbury <i>Passport Health</i>		Tyler Mullins – Vice Chair <i>GCHS YSC</i>
	David Borton <i>CMZ FRC</i>	X	Linda Bates <i>WellCare</i>		
	Deacon Dzierzawski <i>Evaluator - Epiphany</i>	X	Lisa Anglin <i>St. Elizabeth Community Liaison</i>		
X	Emily Dade <i>GCMS YSC</i>	X	Margaret Scripps <i>NKYHD Tobacco Educator</i>		
X	Emily Kuhlman <i>Intern</i>		Marianne Smith <i>DRE FRC</i>		
	Jamie Baker <i>Chamber of Commerce</i>	X	Marsha Bach <i>NKYHD Programs Manager</i>	X	Teran Herthel <i>Anthem</i>
	Jason Frilling <i>GCMS Principal</i>		Mary Schneider <i>Ext. Office - Cancer Control</i>	X	Richard Langley <i>SW, TCADC / Helpline Coordinator / NKODCP</i>
	Jeff Colon <i>Pastor Lighthouse</i>	X	Nicole Frevola <i>NorthKey Collab. Specialist</i>	X	Dr. Angelica Hardee <i>American Heart Association</i>

**DFC Coordinator’s Report & Budget Overview:** Sent to coalition via email with meeting reminder on 1/31.

- \$94, 575.68 Budget Remaining
- 31.96% to required grant match of \$125,000

**In-Kind Time Reporting & Local Government Meeting Reports:** Please send to Coordinator via email [launi.gum@grant.kyschools.us](mailto:launi.gum@grant.kyschools.us)

**Old Business:** None



**Mission:** *Champions for a Drug-Free Grant County works with the community to reduce and prevent substance use and violence among youth, their families, and those in future generations.*

**Meeting Minutes**

**Date: February 7, 2022**

**New Business:**

**1. Cultural Competence with Dr. Angelica Hardee, American Heart Association**

Presentation recording and slides sent to coalition via email

- By 2050, minorities will make up 52% of the population.
- Culture and beliefs are often seen as traditions passed within families.
- Goes beyond racial/ethnic diversity to social groups, economic groups, languages (gestures do not have universal meaning), etc.
- Cultural Competence is a process that requires continual assessment. We will never be experts.

**2. Annual Coalition Capacity Assessment:** Sent to coalition via email

**Next Meeting:** *March 7, 2022 10:00 - 11:00 a.m. via Zoom*

*Amanda Conn-Starner, PrevetionFirst!, will be presenting on the topic of Advocacy*

**SAVE THE DATES!**

- April 7th 6:00-7:30 p.m. Family Game Night @ Grant County Public Library
- May (TBD, prior to graduation) Project Sticker Shock
- June 2nd 5:00-9:00 p.m. Champions Night @ Starlight Skating Rink
- July 29th at dusk Movie Night @ the Park (Grant County Park, Crittenden)

MONDAY, FEBRUARY 7, 2022



# CULTURAL COMPETENCY

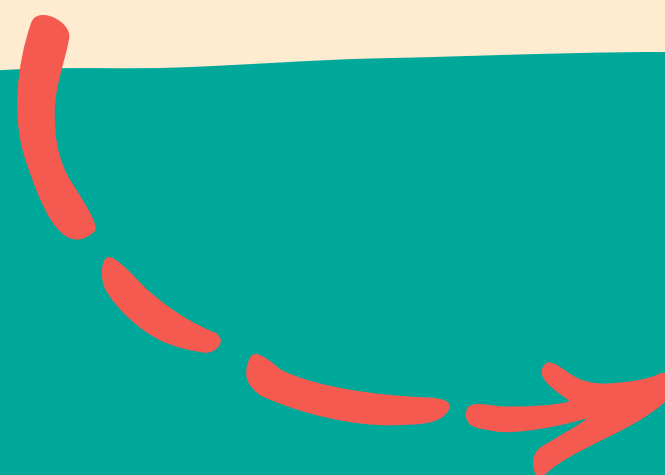
Champions for a Drug -  
Free Grant County

Dr. Angelica Hardee  
VP of Health Strategy, AHA

**HI I'M  
DR. ANGELICA HARDEE!**



Public Health  
Ninja!



# RULES OF ENGAGEMENT

PEOPLE ARE EGALITARIANS

EVERYONE HAS BIASES

ASK QUESTIONS FOR CLARIFICATION

HONOR CONFIDENTIALITY

SUSPEND JUDGEMENT

LEAN INTO DISCOMFORT

USE "I" STATEMENTS

BE OPEN, PRESENT & ENGAGED

# MORE CULTURAL TERMINOLOGY

**CULTURALLY RELEVANT**

**CULTURALLY APPROPRIATE**

**CULTURALLY EFFECTIVE**

**CULTURALLY AWARE**

**CULTURAL HUMILITY**

**CULTURAL SENSITIVITY**

**MULTICULTURAL COMPETENCE**

**LINGUISTICALLY COMPETENT**

# CULTURE



- 1 Provides us with our identity, beliefs, values, and behavior.
- 2 Is learned as a part of the natural process of growing up in a family and community and from participating in societal institutions.
- 3 Is the conscious and unconscious content that a group learns, shares, and transmits from generation to generation that organizes life and helps interpret existence.

# CULTURE GIVES CONTEXT & MEANING!

- 🌸 It is a filter through which people process their experiences and events of their lives.
- 🌸 It influences people's values, actions, and expectations of themselves.
- 🌸 It impacts people's perceptions and expectations of others.
- 🌸 Often culture is represented in traditions.

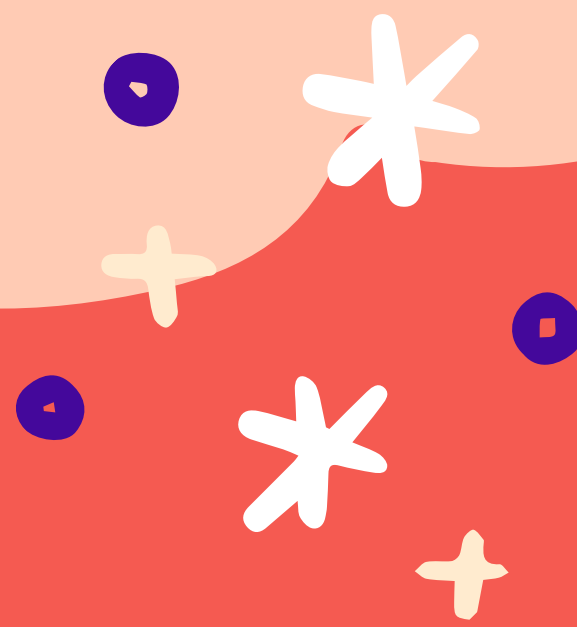
## Reminder

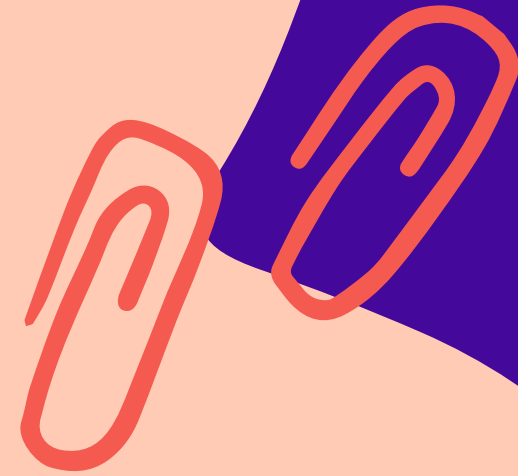
**Everyone has culture and beliefs.**



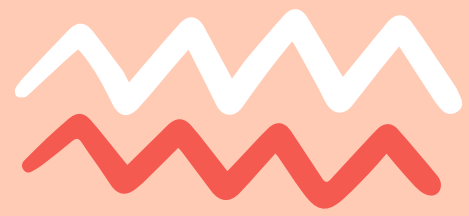
# CULTURAL COMPETENCE



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# What is Cultural Competence?



-  The integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services, thereby producing better outcomes.
-  The ability to think, feel, and act in ways that acknowledge, respect, and build upon ethnic, socio cultural, and linguistic diversity.

# Cultural Competence

The awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways.

The ability to **WORK** effectively across cultures in a way that acknowledges and respects the culture of the person or organization being served.

## For Individuals:

A set of consistent behaviors, attitudes, skills and knowledge that create a respectful interactions with people difference from ourselves.



## For Workplaces:

A set of consistent behaviors, attitudes, skills and knowledge that create a respectful interactions with people difference from ourselves.

# CROSS – CUTURAL COMPETENCE



THE  
FUTURE





# BENEFITS OF CULTURAL COMPETENCE

✕ Improves understanding of those you work for, with and around.

Creates an environment that allows everyone to reach their full potential.

Provides multiple perspectives on problem solving.

It is the right thing to do!

# CULTURAL COMPETENCE INCLUDES

**SELF AWARENESS**

**CULTURAL UNDERSTANDING**

**MULTIPLE PERSPECTIVES**

**INTERCULTURAL  
COMMUNICATION**

**RELATIONSHIP BUILDING**

**FLEXIBILITY/ADAPTABILITY**

**INTERCULTURAL FACILIATION /CONFLICT RESOLUTION SKILLS**

**MULTICULTURAL ORGANIZATIONAL DEVELOPMENT SKILLS**

# ESSENTIALS TO CULTURAL COMPETENCE

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# ESSENTIALS FOR CULTURAL COMPETENCE

**BELIEFS AND WORLDVIEW**

**COMMUNICATION STYLES**

**FORMALITY**

**HIERARCHY**

**PERCEPTIONS OF TIME**

**VALUES AND PRIORITIES**

**EVERYONE'S UNIQUE**



# MANAGING CULTURAL DIVERSITY



COMMUNICATION

TEAM-BUILDING

TIME

SCHEDULES

# CULTURAL COMPETENCY CONTINUUM



The Future!



# CULTURAL COMPETENCE

The awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways.

**CULTURAL  
INCAPACITY**

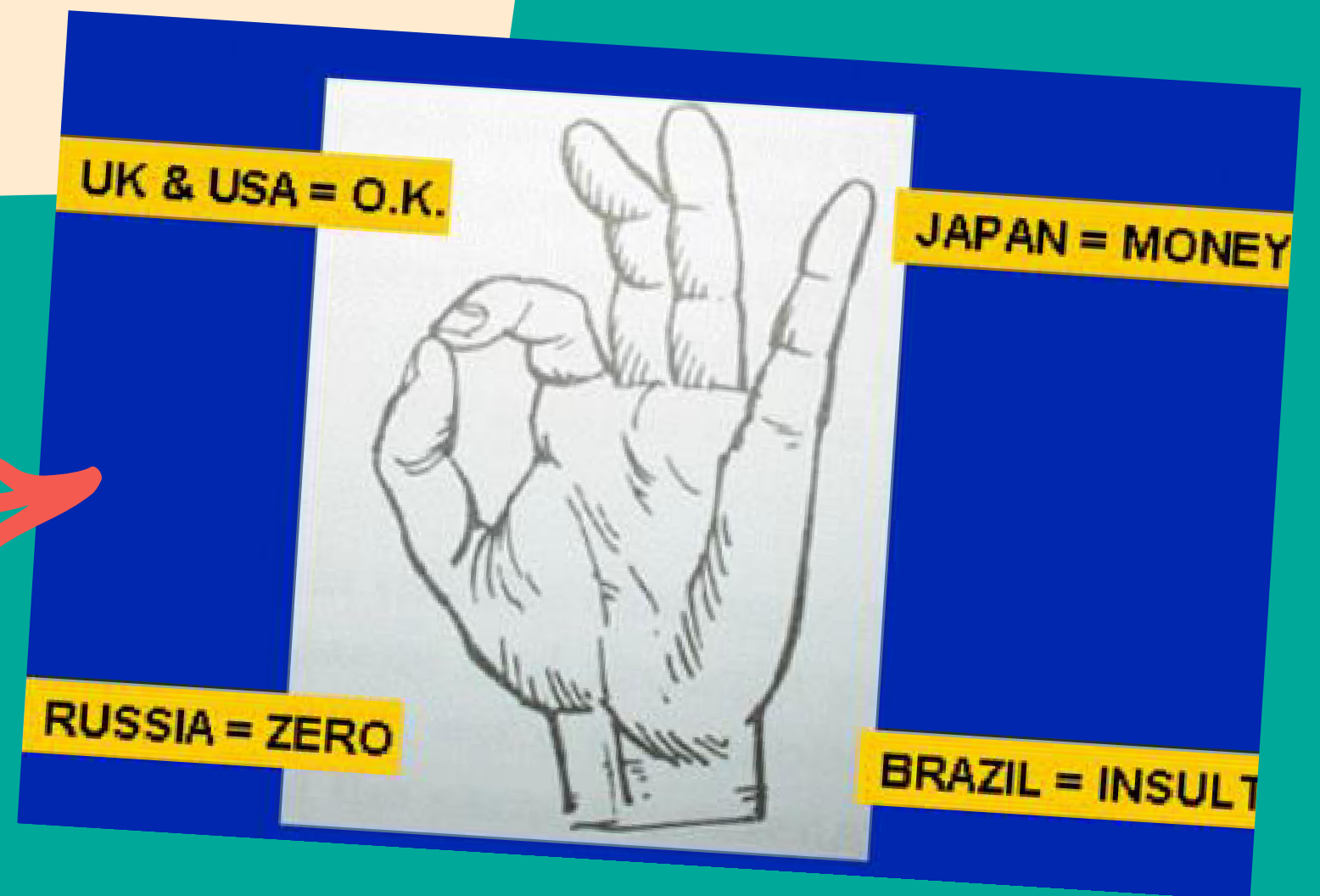


**CULTURAL  
COMPETENCE**

# UNDERSTANDING OUR DIFFERENCES



Gestures do not have universal meaning



# NOW WHAT?

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How do you apply what  
you learned today?



# QUESTIONS?



Angelica Hardee, PhD  
[angelica.hardee@heart.org](mailto:angelica.hardee@heart.org)

