



Cultural Competency In ABA

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Definitions

- **Cultural competence** is a set of consistent attitudes, **behaviors**, and policies that **bond** a system, agency or group of professionals and **enable** that **organizing** body to **work** effectively across multiethnic settings.



In Applied Behavior Analysis

- Applied Behavior Analysis (ABA) is a science devoted to the understanding and improvement of human behavior. Experimental methods are **applied** to socially significant behaviors, or behaviors that **impact** society, and measured to **demonstrate** a reliable relationship between the intervention & the behavior that was **changed**.
- ABA practices are clinically **overseen** by a Board Certified Behavior Analyst (BCBA) and **delivered** by a team of certified paraprofessionals, known as Registered Behavior Technicians (RBTs).
- Cultural competency in an ABA organization looks like....



For example,

- Acknowledging holidays across cultures (*ex. Ramadan, Boxing Day, Juneteenth, Chinese New Year, Cinco De Mayo, St. Patrick's Day*)
- Avoid using stereotypes & acknowledge bias (*tip: listen more than you speak*)
- Be open to small talk (*remember: it's ok to share your unique qualities with others*)
- Equal opportunity employment (*fair pay*)
- Offer training materials from diverse researchers
- Provide ongoing & relevant supervisory feedback



Overview

- A culturally competent organization must have the ability to:
 1. value diversity among all peoples
 2. understand and effectively exchange with cultural differences;
 3. engage in cultural self-assessment at the individual and organizational levels;
 4. make modifications to the delivery of services and use appropriate supports/personnel
 5. edify with cultural knowledge.
- A culturally competent professional will demonstrate the ability to examine their own attitude and values, acquire understanding about a different set of values that promote professionalism in cross cultural situations.



Resources

- Definitions of cultural competence. (07 April 2024). Retrieved from <https://nccc.georgetown.edu/curricula/culturalcompetence.html>
- <https://www.swarthyion.com/blog>