The Untapped Wealth Within Racial and Ethnic Minority Communities

Co-Facilitators:
Lilcelia A. Williams, PhD, MBA, BSRT(T)
Pamela E. Toto, PhD, OTR/L, BCG, FAOTA, FGSA
Department of Occupational Therapy - School of Health and Rehabilitation Sciences - University of Pittsburgh
Objectives

• Describe the current state of disparities for vulnerable communities

• Discuss the *deficit approach* often used for addressing disparity

• Define the tenets of **Community Cultural Wealth** model

• Illustrate the benefits of a *strengths-based approach* to addressing disparities
Wealth...
Did You Know That...

ONLY 10% OF ANY ICEBERG IS VISIBLE. THE REMAINING 90% IS BELOW SEA LEVEL.

Preclinical Disability: Hypotheses About the Bottom of the Iceberg
Linda P. Fried, Susan J. Herdman, Kris E. Kuhn, Gary Rubin and Kathleen Turano
DOI: 10.1177/089826439100300210
The Untapped Wealth Within...

VULNERABLE COMMUNITIES
Historically Marginalized and Underrepresented Communities

- Racial and ethnic minority groups.
- People with lower socioeconomic status (SES).
- Underserved rural communities.
- Sexual and gender minority (SGM) groups.
Social Identities

- Race
- Ethnicity
- Gender
- Sexual Orientation
- Socioeconomic Status
- Religious Affiliation
- Immigration Status
- (Dis) Ability
- Age
Wife, Mother, Daughter, Friend, Aunt, Niece, Sister, Cousin

First-Generation College Graduate

Middle-Aged

Curvaceous Women with Natural Hair

African American

Research Scientist

Educator, Advocate, Mentor

Scholar

Lilcelia
Deficit Model
Example

• 89-year-old with multiple chronic conditions
  • Non-compliant diabetic
  • Obesity
  • History of Congestive Heart Failure
  • Hypertension
  • Smoker

• Lives alone in trailer; 8th grade education; limited understanding of English (speaks Russian)
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COMMUNITY CULTURAL WEALTH MODEL

#BoldMovesSHRS
Community Cultural Wealth (Yosso, 2005)
Aspirational Capital

The ability to maintain hopes and dreams for the future, even in the face of real and perceived barriers
Linguistic Capital

The intellectual and social skills attained through communication experiences in more than one language and/or style
Cultural knowledges nurtured among familia (kin) that carry a sense of community history, memory and cultural intuition
Social Capital

Networks of people and community resources
Navigational Capital

Skills of maneuvering through social institutions
Resistant Capital

Knowledges and skills fostered through oppositional behavior that challenges inequality
Community Cultural Wealth (Yosso, 2005)

- Aspirational Capital
- Linguistic Capital
- Familial Capital
- Social Capital
- Resistant Capital
- Navigational Capital
My Mother
First-Generation College Graduate
Lilcelia
Individual Agency
Relationships
My Mother

Resistance to Subordination – I am CeCe hear me ROAR!

Aspirational Capital
Resistant Capital
Navigational Capital

Code-Switching
Linguistic Capital
Familial Capital
Social Capital

#BoldMovesSHRS
University of Pittsburgh Department of Occupational Therapy School of Health and Rehabilitation Sciences
# Bold Moves SHRS

**Donora: Home of the Champions**

Most limited

Grow up to live in Greensburg

Aspirational Capital

Code-Switching: Town vs. School “speak”

Linguistic Capital

Strong Catholic faith: Do the right thing

Resistant Capital

Donora: Home of the Champions

Familial Capital

Loving family; Campfire Girl

Navigational Capital

Social Capital

Pam

Loving family; Campfire Girl

Resistant Capital

Strong Catholic faith: Do the right thing

Aspirational Capital

Grow up to live in Greensburg

Linguistic Capital

Donora: Home of the Champions

Familial Capital

Social Capital

Navigational Capital
The Untapped Wealth Within...
Shifting the Narrative...
Invisible Wealth...

- Believes she’s “livin’ the dream” as an independent homeowner
- Creative problem-solver
- Bilingual
- Bakes worlds-best cookies for neighbors
- Navigates healthcare system to receive all eligible benefits

Photo by Danie Franco on Unsplash
# Vulnerable Older Adults

- **Age in place**
- **Preferred Methods of Communication**
- **Significant Other, Children, peers**
- **Maximizing healthcare resources**
- **Fighting denials for services; maintaining choice**
- **Naturally occurring retirement community**

**Capital Controls**

- **Linguistic Capital**
- **Familial Capital**
- **Social Capital**
- **Navigational Capital**
- **Resistant Capital**
- **Aspirational Capital**
A cure or elimination of disability

Close and extended family; families of others with similar conditions

Vulnerable Person with a Disability

Learning the “pot holes” of the systems

Non-profit organizations; celebrities

Enforcing rights; pushing the envelope

Consumer vs. healthcare vs. policy “speak”

Aspirational Capital

Resistant Capital

Navigational Capital

Linguistic Capital

Familial Capital

Social Capital
Personal Reflection...
Aspirational Capital → Fill in the blank → CCW Embodied → Linguistic Capital

Fill in the blank → Familiar Capital

Navigational Capital → Fill in the blank → Social Capital

Resistant Capital
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Call to Action

#BoldMovesSHRS
Imperfectly Balanced
Next Step...
Do the best you can until you know better. Then when you know better, do better.

I’ve learned that people will forget what you said, People will forget what you did, but people will never forget how you made them feel.

Dr. Maya Angelou
Lift up first.

Photo by Rui Silvestre on Unsplash
Questions...
THANK YOU!

Lilcelia A. Williams, Ph.D., MBA, BSRT(T)
law193@pitt.edu

Pamela E. Toto, PhD, OTR/L, BCG, FAOTA, FGSA
pet3@pitt.edu