

The Untapped Wealth Within Racial and Ethnic Minority Communities

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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...

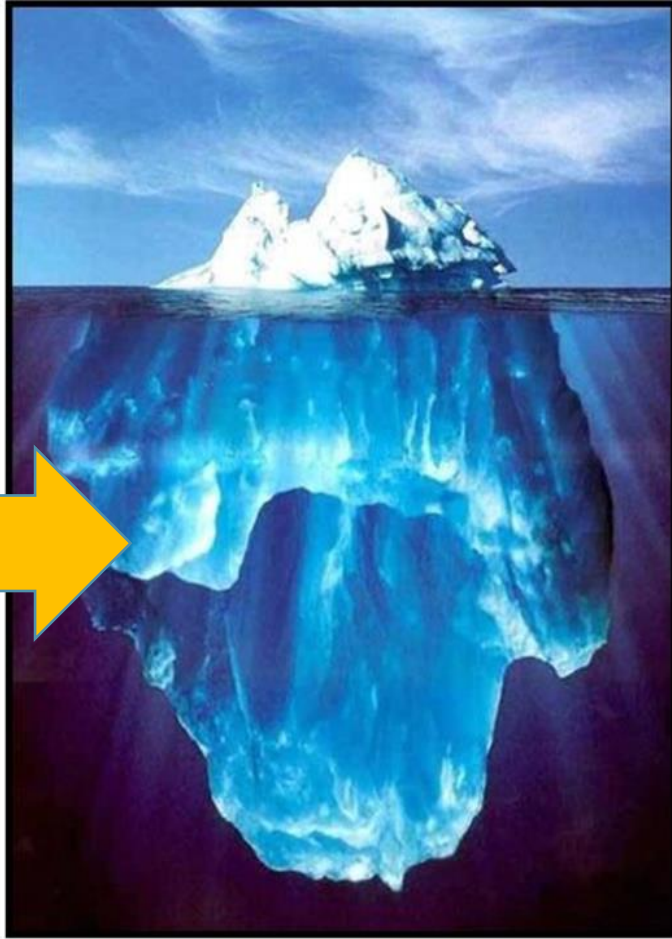


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Did You Know That...



**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

J Aging Health 1991 3: 285
DOI: 10.1177/089826439100300210



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The Untapped Wealth Within...

**VULNERABLE
COMMUNITIES**



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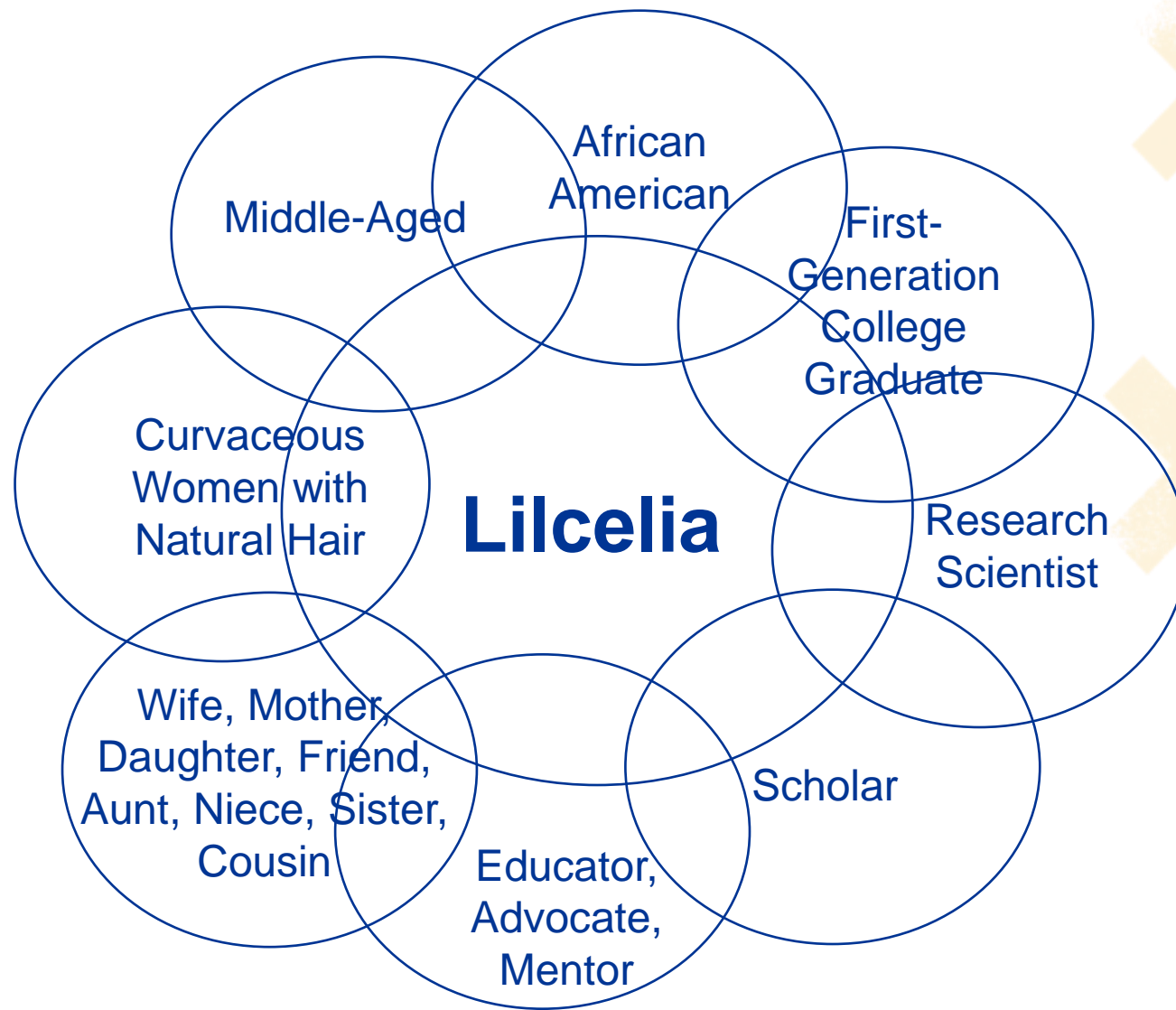
Historically Marginalized and Underrepresented Communities

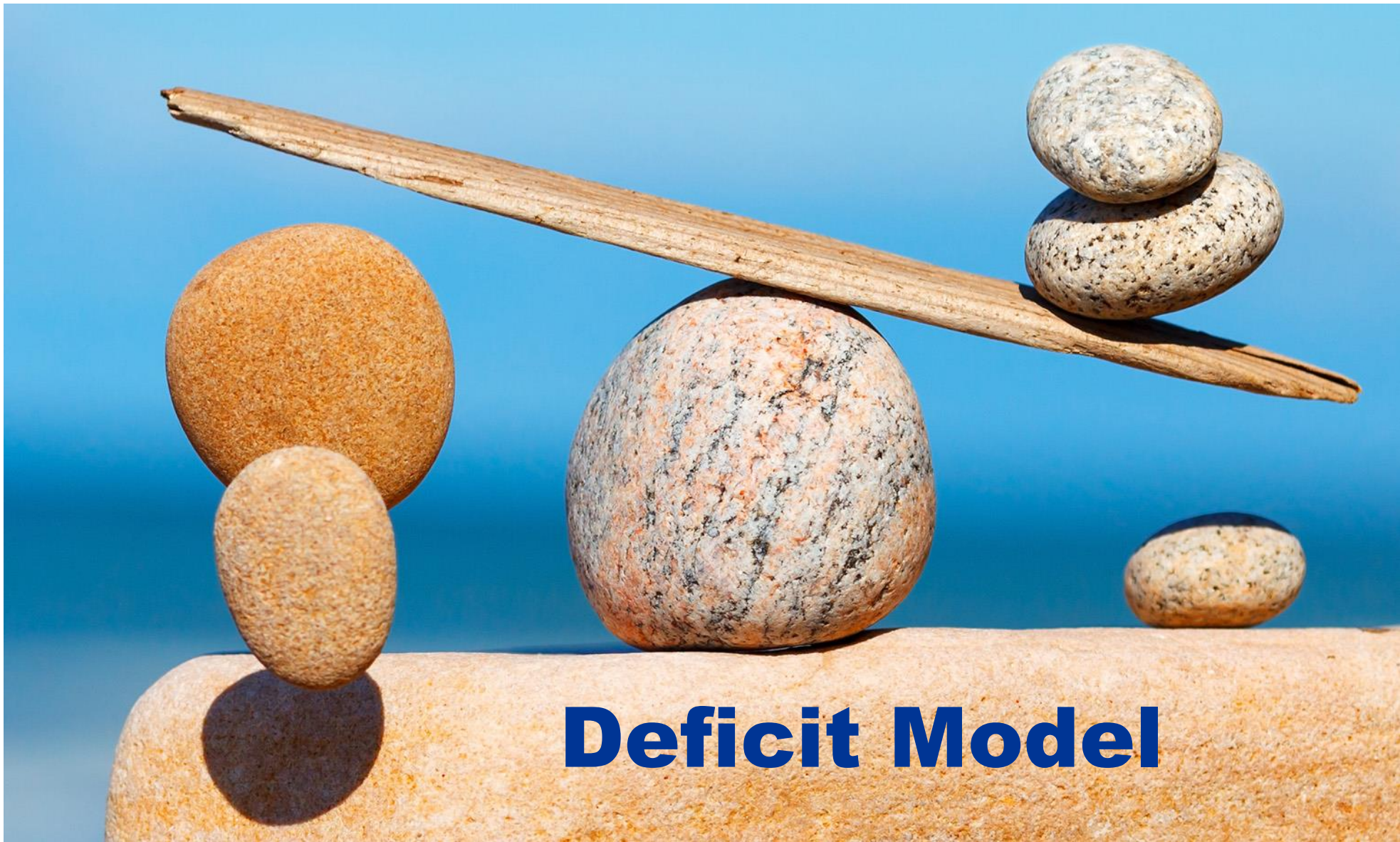
- Racial and ethnic minority groups.
- People with lower socioeconomic status (SES).
- Underserved rural communities.
- Sexual and gender minority (SGM) groups.

Social Identities

- Race
- Ethnicity
- Gender
- Sexual Orientation
- Socioeconomic Status
- Religious Affiliation
- Immigration Status
- (Dis) Ability
- Age







Deficit Model



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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)

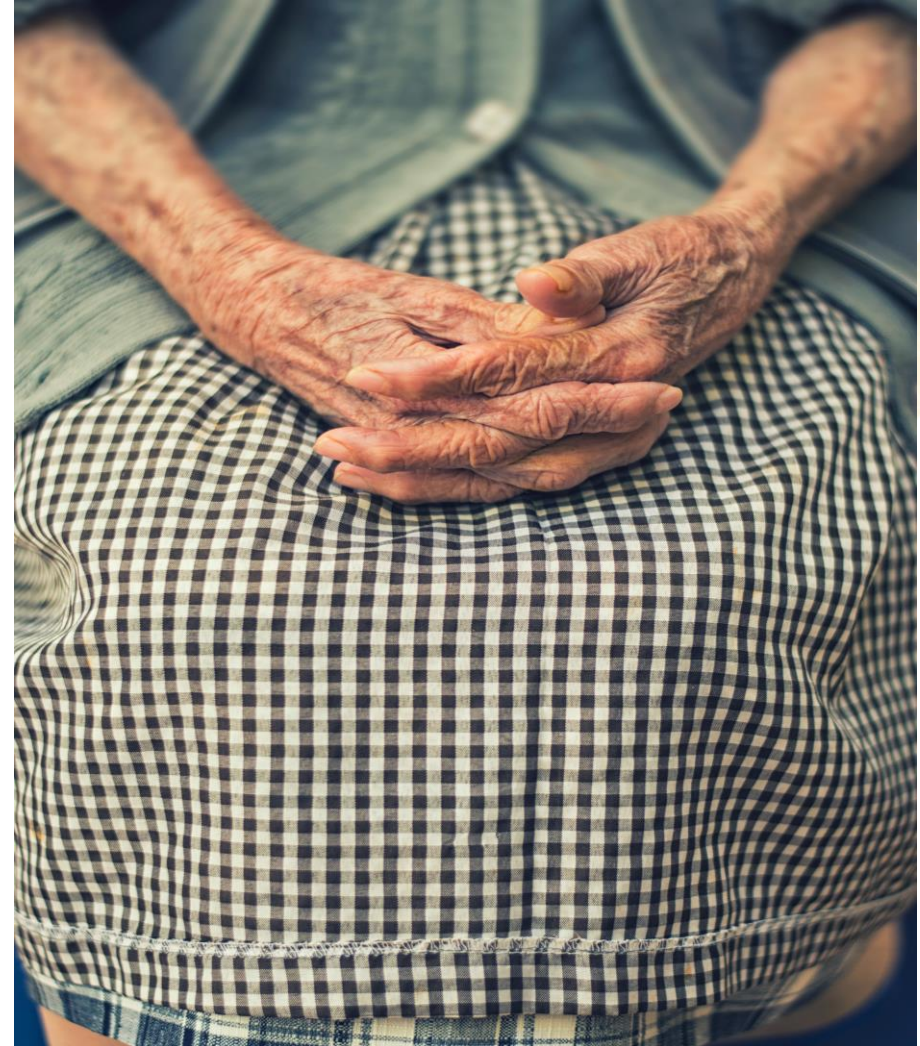


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**COMMUNITY CULTURAL
WEALTH MODEL**

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



Familial Capital



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



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Navigational Capital



Skills of maneuvering through social institutions



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Resistant Capital



Knowledges and skills fostered through oppositional
behavior that challenges inequality



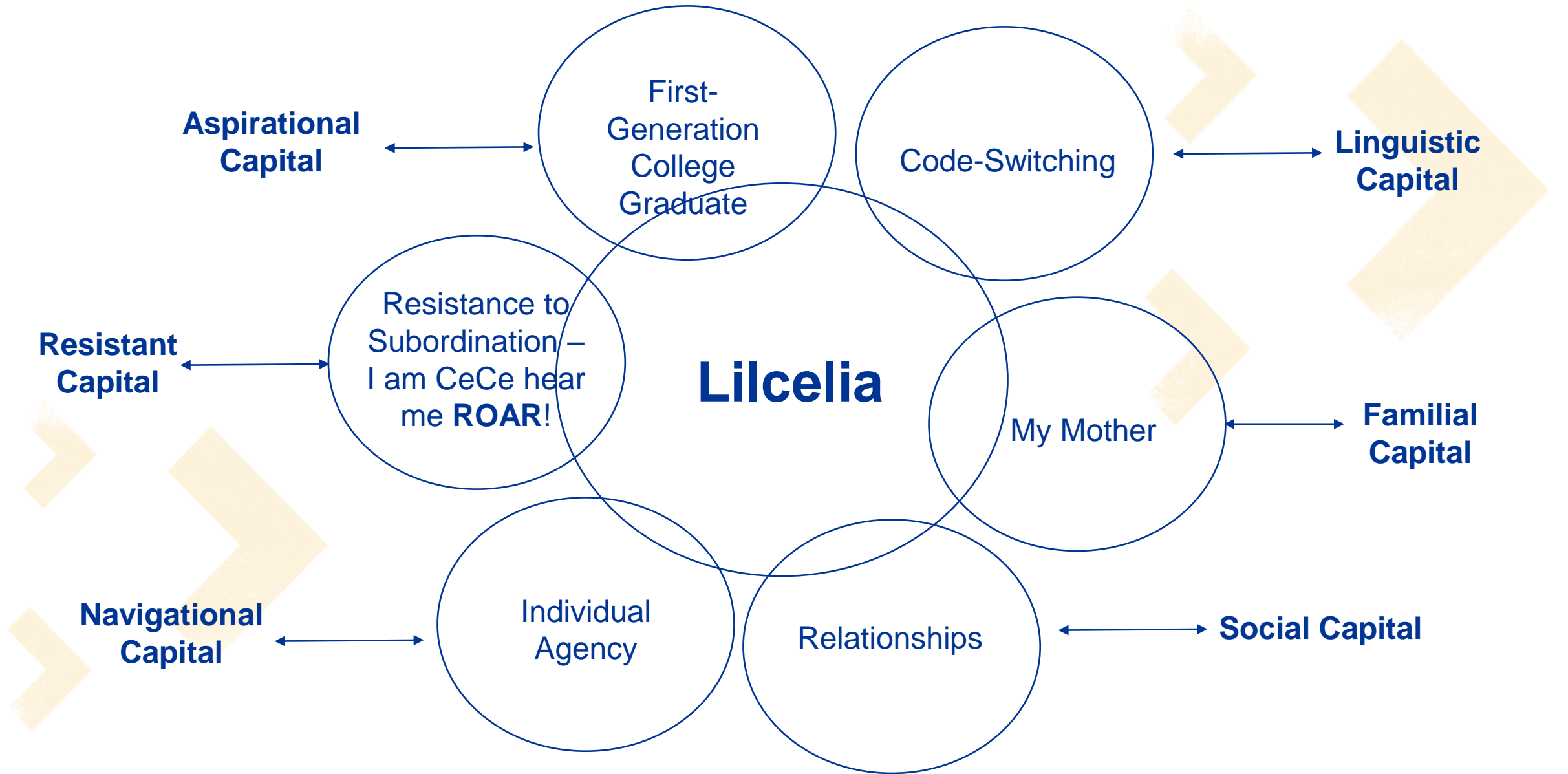
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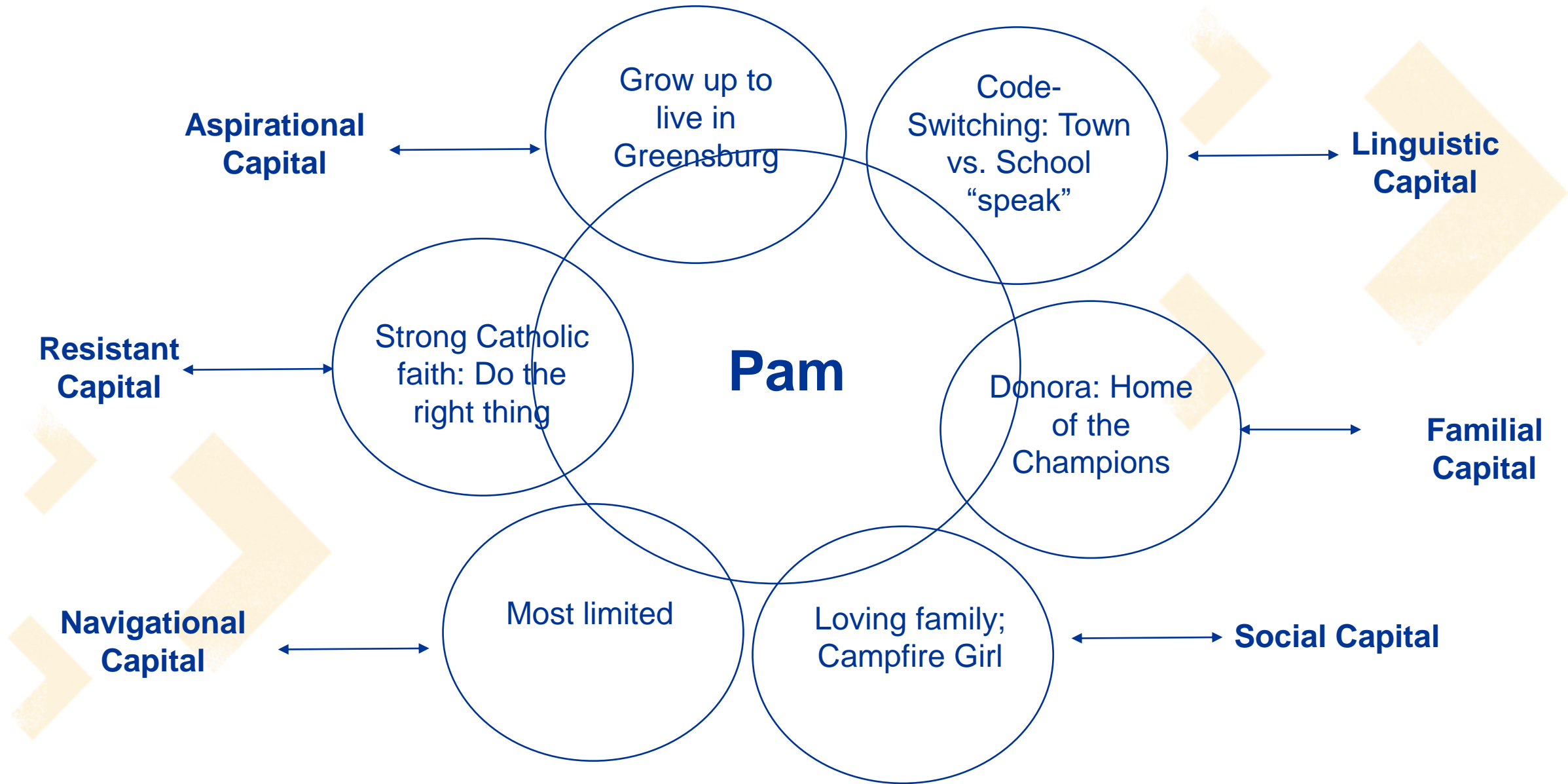
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Community Cultural Wealth (Yosso, 2005)









The Untapped Wealth Within...

VULNERABLE POPULATIONS



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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

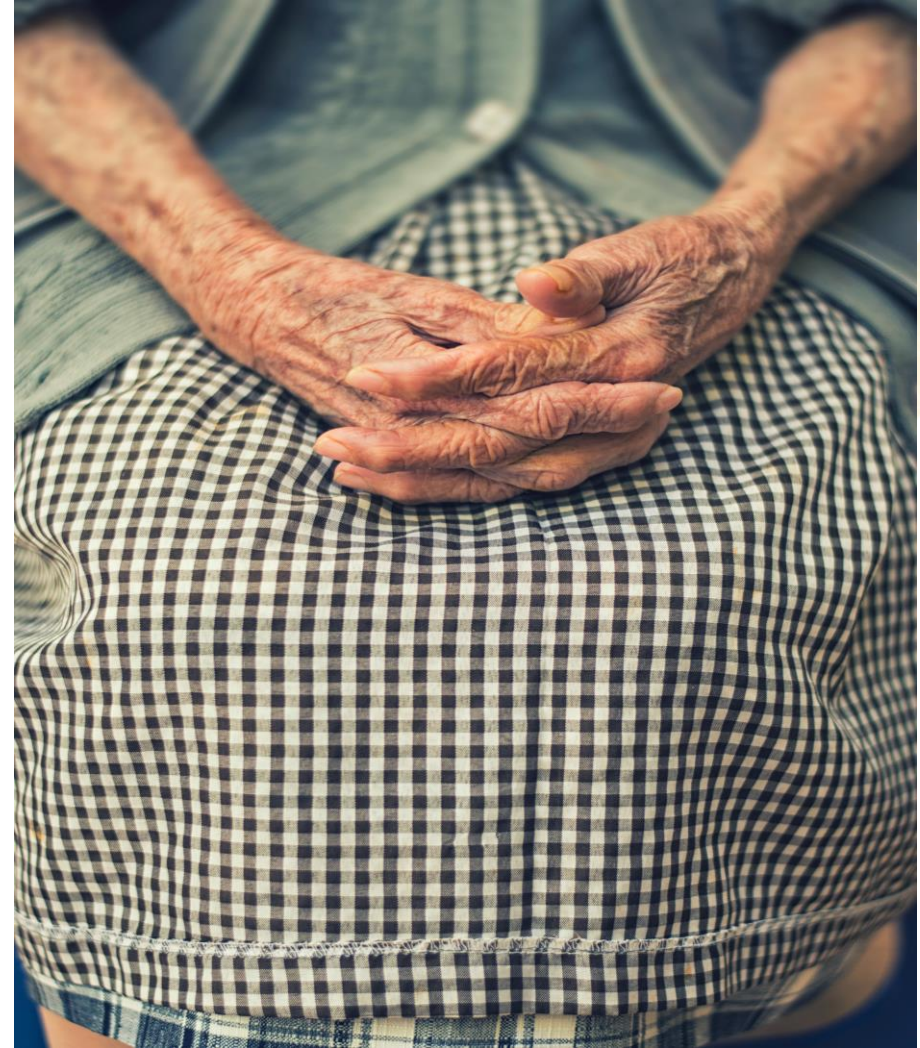


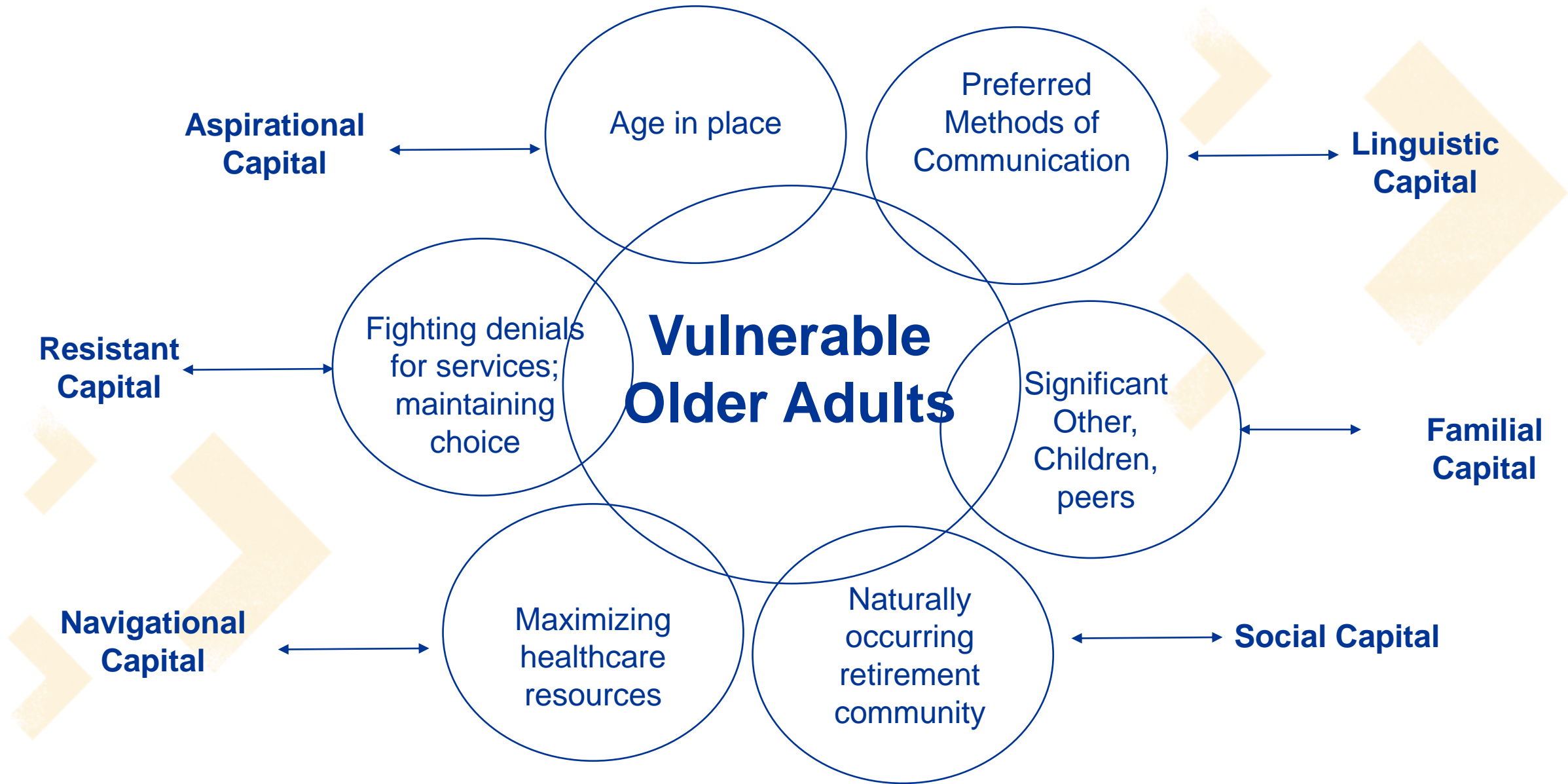
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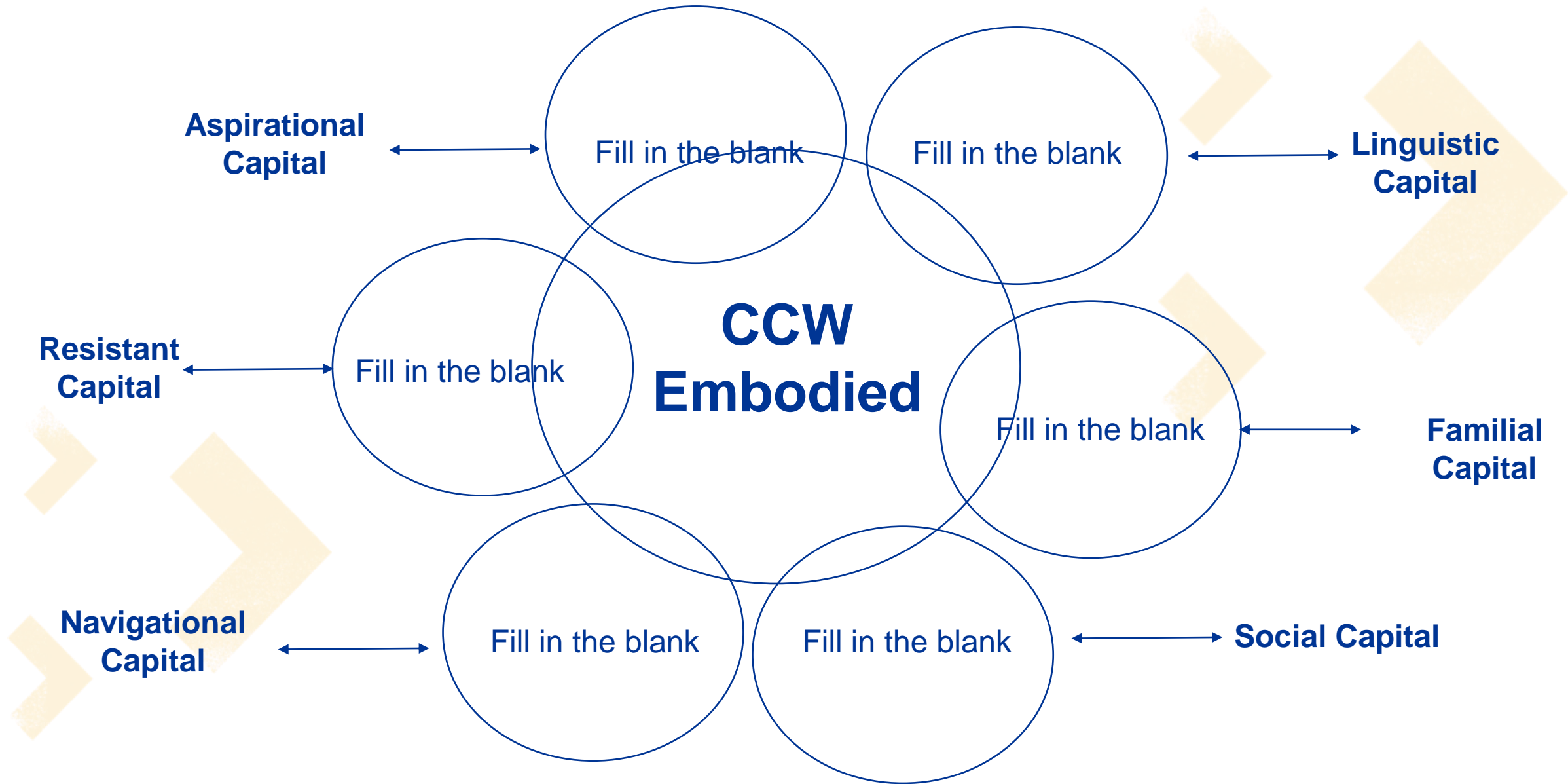
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Personal Reflection...





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Call to Action

Imperfectly Balanced



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Next Step...



CUPID

**Community, Pedagogy,
Identity, Difficulty**



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Diversity, Equity and Inclusion
Health Sciences



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Do the best you
can until you
know better. Then
when you know
better, do better.



Dr. Maya Angelou

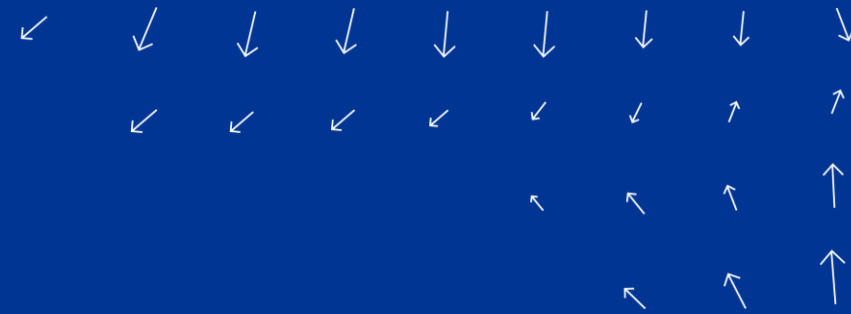
I've learned that
people will forget
what you said,
People will forget
what you did, but
people will never
forget how you
made them feel.



Lift up first.



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Questions...



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THANK YOU!

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