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Learning Objectives

- Participants will learn:
 - About the impact of culture in the ABA service delivery model
 - How culture plays a role in the supervision model
 - Offer participants a better understanding of how culture can influence a supervisor and supervisee during the supervisory process

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What is Culture?

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Skinner (1953) explained culture as a collection of the contingencies of reinforcement into which individuals are born and to which they are exposed throughout their lives.

Sugai, O'Keeffe, and Fallon (2012) define culture as "...the extent to which a group of individuals engage in an overt and verbal behavior reflecting shared behavioral learning histories, serving to differentiate the group from other groups, and predicting how individuals within the group act in specific setting conditions." (p. 200).

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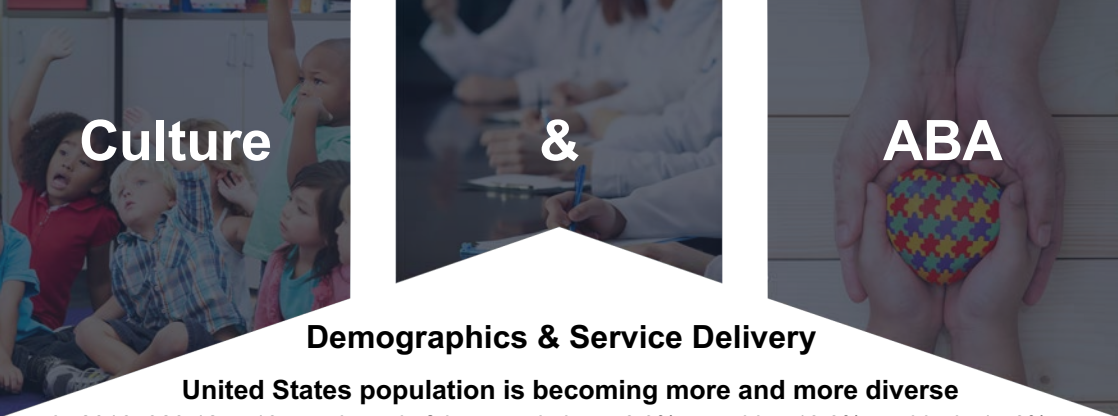


Cultural Competence

- Cultural competence is shown as a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or those professions to work effectively in cross-cultural situations (National Center for Cultural Competence, 2018).
- It is suggested that cultural competency is achieved when a person is capable of integrating and transforming knowledge about diverse individuals and groups into specific standards, practices, policies, and attitudes that are applied in appropriate cultural settings to enhance the quality of services provided, thus producing better outcomes (Betancourt, Green, & Carillo, 2002; Davis, 1997).

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Culture & ABA

Demographics & Service Delivery

United States population is becoming more and more diverse

In 2016, 323,127,513 people and of that population, 76.9% are white, 13.3% are black, 17.8% are Hispanic/Latino, 5.7% are Asian, 1.3% are American Indian/Alaskan native, and 0.2% are Hawaiian/Pacific Islander (U.S. Census Bureau, 2016)

Most demographics of behavior analysts are unknown


In 2016, there were 3,584 newly certified BCBAs, 88.0% of whom were women (Nosik, Luke, & Carr, 2019).

Diverse client population that we are servicing is becoming increasingly diverse

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Culture & ABA

Professional and Ethical Training Standards




The Multicultural Alliance for Behavior Analysis developed a proposed set of standards for cultural competence in ABA (Fong & Tanaka, 2013).

The need for inclusion of cultural awareness training and coursework in graduate programs and professional development for behavior analysts has also been stressed by various authors (e.g., Conners, Johnson, Duarte, Murriky, & Marks, 2019; Carey & Marques, 2007; Diaz-Lazaro & Cohen, 2001; Fong, Catagnus, Brodhead, Quigley, & Field, 2016; Westefeld & Rasmussen, 2013; Cross, Bazron, Dennis, & Isaacs, 1989).

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Professional and Ethical Training Standards (cont'd)

The BACB® Task List (5th edition) shows that the BACB® does not currently require any training in multiculturalism and diversity issues as part of these standards (Behavior Analyst Certification Board®, 2017)

BACB® Professional and Ethical Compliance Code for Behavior Analysts
ABAI and Verified Course Sequences

Majority of behavior analysts surveyed believed they did not receive adequate training, fieldwork, or supervisory experiences related to diversity training (Conners, Johnson, Duarte, Murriky, & Marks, 2019)




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Supervision of Trainees

- ***The supervisor should be able to state the purpose of supervision to the supervisee or trainee.***
 - Discuss the importance of culture in ABA service delivery
 - Plan for inclusion of opportunities to work with diverse populations



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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to describe the strategies and potential outcomes of ineffective supervision.***
 - Discuss the reasons for providing opportunities for diversity training, readings, experiences, and culturally sensitive practices
 - Explore how culture plays a role in assessment, treatment planning, and service-delivery

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to prepare for the supervisory relationship with the supervisee or trainee.***
 - Statements in supervision contracts that affirm diversity and inclusion
 - Self-reflective practices

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to establish a plan for structured supervision content and evaluation of competence for supervisees and trainees.***
 - BACB® Task List
 - Plan for experiences (parent or caregiver training, assessments, instruction, etc.)
 - Self-evaluation

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to create committed and positive relationships with supervisees or trainees.***
 - Be mindful of the diverse backgrounds of trainees
 - Set the tone for an inclusive supervision environment and experience

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to use behavioral skills training to improve supervisee or trainee performance.***
 - Parent/caregiver training
 - Running meetings
 - Teaching procedures
 - Assessment

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to comply with relevant BACB fieldwork requirements when supervising a trainee pursuing BCBA or BCaBA certification.***
 - Collaborate with university programs to develop more diversity training opportunities
 - BACB® and ABAI

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to evaluate the effectiveness of supervision of the trainee.***
 - Ask for feedback on your own practices from trainees
 - Self-reflection for supervisor and trainee
 - Post supervision follow-up

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(Behavior Analyst Certification Board®, 2018)

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Supervision of Trainees

- ***The supervisor should be able to incorporate ethics and professional development into supervision of trainees.***
 - BACB® Professional and Ethical Compliance Code for Behavior Analysts
 - Examine tools and guidance from related disciplines
 - ABAI SIG and Convention

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(Behavior Analyst Certification Board®, 2018)

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COUPON CODE (good until 11/30/19): **CULTURE15**

- **Get 15% of ABA Agency Bundle only (editable Microsoft Word templates for starting your own agency)**

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 ABA Treatment Contract Template
 Authorization for Release of Information Template
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 Welcome Letter Template
 Reinforcer Checklist Template
 Admissions, Waitlist, and Discharge of Clients Template
 Human Rights Committee Template
 Policy and Procedure on Making Referrals to Other Services Template
 Policy on Administering and Monitoring Medications Template
 Policy on Life Threatening Emergencies Template
 Psychiatric Emergencies Template
 Employment Agreement Template
 Employment Application Template
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 Reference Check for ABA Agency Template
 Human Resources Checklist for New Hires Template

Affirmative Action Questionnaire Template
 BCBA Job Description Template
 Behavior Technician Job Description Template
 Employment Offer Letter Template
 Employee Performance Evaluation Template
 Employee Warning Letter Template
 Termination Letter Template
 ABA Program Treatment Plan Template
 ABLLS-R Assessment Template
 VB-MAPP Assessment Template
 AFLS Basic Living Skills Assessment Template
 AFLS Community Participation Assessment Template
 AFLS Home Skills Assessment Template
 AFLS Independent Living Skills Assessment Template
 AFLS School Skills Assessment Template
 AFLS Vocational Skills Assessment Template
 Functional Behavioral Assessment Template
 ABA Program Progress Report Template
 BCBA Case Notes Template
 Paraprofessional/RBT Case Notes Template
 Nondisclosure Confidentiality Agreement Template
 School Consultation Service Agreement Template

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