

# CULTURE MATTERS

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**Mission Statement  
Maricopa County  
Adult Probation  
To Enhance the Safety  
and Well Being of Our  
Neighborhoods.**

**Mission Statement  
Maricopa County  
Juvenile Probation  
To make a positive  
difference in the  
lives of juveniles  
and the community.**

## ACCULTURATION

*Acculturation is a dynamic process of change that individuals or groups experience when they immigrate to a new society. Imagine this same process in our own organizations as we respond to the changing culture of the customers we serve.*



*There are at least four acculturation strategies: (1) integration; (2) assimilation; (3) separation; and (4) marginalization. These strategies flow from the answers given to two questions: (1) Is it considered to be of value to maintain one's cultural heritage? (2) Is it considered to be of value to develop relationships with the larger society?*

- *Integration is defined by positive answers to both questions. There is value in maintaining one's cultural heritage as well as developing relationships with the larger society.*
- **Organizationally;** keeping the best practices and integrating process improvement at the same time.
- *Marginalization is defined by negative answers to both questions. There is no value in maintaining one's own cultural or developing relationships with the larger society.*
- **Organizationally;** refusing to work for positive results, shutting down.
- *Separation is defined as only valuing your own cultural heritage and excluding oneself from the larger society.*
- **Organizationally,** continuing to do business as usual, refusing to participate in any change initiatives.
- *Assimilation is defined as no longer maintaining one's cultural heritage and now only recognizing the cultural of the larger society.*
- **Organizationally;** no longer recognizing the history or experience of those before you, only interested in going full speed ahead.

*Williams and Berry, 1991; Berry, 1990, Berry 1997; Liebkind, 2001; Hovey and King 1997; Hovey, 2000].*

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## DIVERSITY RESOURCES

### Who is a Limited English Proficient Person?

Persons who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or “LEP. These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

For information on LEP and detailed agency-specific guidance, go to

<http://www.lep.gov>

Check out some of the resources available on **Body Image**

[http://en.wikipedia.org/wiki/Body\\_image](http://en.wikipedia.org/wiki/Body_image)

[WWW.BODYPOSITIVE.COM](http://WWW.BODYPOSITIVE.COM) is designed for educational purposes, and is not a substitute for professional medical or psychological care.

**Maricopa County’s Diversity Website can be located on the EBC link listed below:**

[http://ebc.maricopa.gov/training/Diversity/div\\_default.asp](http://ebc.maricopa.gov/training/Diversity/div_default.asp)

All current Newsletters — ***Culture Matters*** can be found on the Adult & Juvenile Intranet sites.

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### Diversity Council Vision, Mission and Goals

**Vision:** A collaboration between the community and probation that ensures a work environment representative of the citizens and reflective of the community.

**Mission:** Develop a probation department that is culturally competent by enhancing our ability to hire, retain, develop, manage and promote a diverse workforce that celebrates employees and the clients we serve.

#### Diversity Council Goals

1. Identify why culture matters in a general manner for our collective agencies and more specifically within our own departments and processes.
2. Serve as a conduit for collective understanding and learning.
3. Identify the resources available in our own organizations, our community and nationally to support and promote cultural competency.
4. Develop strategies to improve processes and ensure our processes support a culturally competent workforce.
5. Foster a more diverse and capable workforce for dealing with the diversity of our organization as well as the community we serve.
6. Develop performance management practices that support a culturally competent organization.



## **BAKE SALE EXTRAVAGANZA ON MONDAY, JUNE 19<sup>TH</sup>**

**Probation Celebrates Juneteenth the old fashion way, with food!**

At several different sites including WRC, BCB, Downtown, Southport, WVCJC, Sunnyslope, Detention (Durango and SEF), Mesa, and Durango, diversity council members will have a bake sale in many different forms, bake sale, cake walk, and silent auction.

**Watch for details at your site!**



## **CULTURAL POTLUCK: REVIEWS**

On May 10th the Diversity Council sponsored the first Cultural Potluck. Employees brought a variety of dishes that represented a piece of their lives. There were many who shared stories surrounding the food they shared. This proved to be a learning experience as well as entertaining.

Terry Lee told the story behind her Black Eyed Peas. She reminisced how her and her cousins and extended families would celebrate New Years. Every New Years they would get together and tradition was there would always be Black Eyed Peas. The younger members of the family weren't always excited about eating this traditional dish. So, the women of the family would wrap coins in tin foil and place them in the Black Eyed Peas, therefore the more Black Eyed Peas you ate the more coins you could obtain. It was fun to see other's in the group nodding their heads as Terry told her story. It seems many families used this strategy. Terry has now acquired a taste for Black Eyed Peas and realizes the savings she could have built, had she only realized her actual fondness for Black Eyed Peas earlier in her life.

There were many other stories shared that allowed each of us to get to know one another more and enjoy the wealth of our diverse backgrounds.

There was a successful drawing with the winners listed below:  
Sherry Johnston - Adult Probation - Bath and Body Works Basket

Colleen Dorame - Staff Development - Bath and Body Works Basket

Joannie LaCaria - Juvenile Probation- Blockbuster Basket

Michael Kaehler - SEF - Juvenile- See's Candy Basket

Barbara Holt - Adult Probation - Starbucks Basket

***Grand Prize – Marylee Glassburn – WVCJC – \$100.00 American Express Gift Card***

**We raised over \$650.00 in our raffle drawing! Thanks again for your support!**

## *Did You Know.....*

*Do you have an  
interesting history  
lesson you would like to  
share with our  
readers....*

*Send your stories to  
Colleen Dorame,  
cdorame@apd.maricopa.gov*

# HISTORY OF JUNETEENTH

**Juneteenth**, also known as **Freedom Day** or **Emancipation Day**, is an annual holiday, celebrated on June 19 in the United States, commemorating the end of slavery. The holiday originated in Texas; for more than a century, this state was the primary home of Juneteenth celebrations. More recently, however, its observance has spread across the nation.

Though the Emancipation Proclamation had taken effect on January 1, 1863, it had little immediate effect on most slaves' day-to-day lives, particularly in Texas, which was almost entirely under Confederate control. Juneteenth commemorates June 19, 1865, the day Union General Gordon Granger and 2,000 federal troops arrived in Galveston, Texas to take possession of the state and enforce slaves' new freedoms. Standing at the heart of Galveston's business district, known as the Strand, Granger read the contents of "General Order No. 3":

*The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of personal rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and hired labor. The freedmen are advised to remain quietly at their present homes and work for wages. They are informed that they will not be allowed to collect at military posts and that they will not be supported in idleness either there or elsewhere.*

That day has since become known as Juneteenth, a name probably derived from the slang combination of the words June and nineteenth. Juneteenth celebrations began in Texas the following year. Across many parts of Texas, freed slaves pooled their funds to purchase land specifically for their communities' increasingly large Juneteenth gatherings — including Houston's Emancipation Park, Mexia's Booker T. Washington Park, and Emancipation Park in Austin. Within a few years, these celebrations had spread to other states and become an annual tradition. Celebrations often opened with praying and religious ceremonies, and included a reading of the Emancipation Proclamation. A wide range of festivities entertained participants, from music and dancing to contests of physical strength and intellect. Food was central to the celebrations, and barbecued meats were especially popular. Since 1980, Juneteenth has been an official state holiday in Texas.

The Valley's celebration of Juneteenth goes back to 1911 when Booker T. Washington visited the Arizona Territory to speak at Eastlake Park during a Juneteenth observance. The holiday continued to be recognized through the early 1940s, but was suspended during World War II. Vernell Coleman who chaired the Juneteenth Tradition, Inc. committee until her passing in 1990 resurrected it in 1968. Through the efforts of this dedicated committee these events have raised money for scholarships. Since 1968 more than 800 college scholarships have been awarded to minority and economically disadvantaged youth in the area.

*Adult and Juvenile Probation will begin it's first celebration of Juneteenth with Bake Sales and Pot Lucks at various locations. If you would like to assist with the coordination at your site, please contact on of the Diversity Council Board Members.*



Welcome to phoenix.gov  
GOVERNMENT AT YOUR SERVICE

38th Annual Juneteenth Celebration  
**City of Phoenix Parks and Recreation  
Department**  
June 17, 2006



**VALLEY OF THE  
SUN  
Juneteenth  
Celebration**

**Date/Time:** **Saturday, June 17, 2006**

6:00 – 10:00PM

**Location:** South Mountain Community College  
7050 S. 24th Street  
Phoenix, AZ 85040

**Purpose:**

To build a sense of community for all races, nationalities, systems and people of faith. We will emphasize education and achievement and self-improvement. Given the recent events on our campus, this is an especially important celebration for this time in our campus and community history.

**Juneteenth *Jazz Splash* Festival and Ethnic  
Art & Crafts Fair**

**ARCOSANTI**

**Cordes Junction @ Hwy 69 and Interstate -17, Exit - # 262**

**Mayer, AZ/Festival Site**

**JUNETEENTH *Jazz Splash* Festival**

Continuous Live Entertainment ~ Gospel, Blues, Jazz, Reggae, Salsa/ Covered Amphitheater/ World Class Art & Craft/ Ice Cold Refreshment/ Children's Theater & Magic Show/ Food Vendors/ Ethnic Fine Art Exhibit/ Arcosanti Tour/ Music Clinics/Workshops/ HIV, Sickle Cell, and Diabetes Attention.



# The Emotional Immune System

## Body Positive: Change Your Mind, Change Your Culture, and Let Your Body Be

Working with women across the weight spectrum has taught me that you can be any size and hate your body, and you can be any size and accept your body. You can also be any size and be vulnerable to the assumptions made by the public about you based on your body's appearance.

How does it affect us to be moving around in this "soup" of *cultural stereotypes*? This one is fat, she must be out of control; that one is a waif, she must be zoned out; that one is a tight little package, she must have it together. The stereotypes are like toxins. What determines how they will affect you is the state of your *emotional immune system*: The defenses you have in place to keep that toxic stuff outside.

Working in a women's psychiatric hospital taught me that what you do with food can't be read from your body. There was a 60ish-lb. bulimic woman who reported bingeing on 20,000 calories a day, and a 500-plus-lb. woman who was about to die of starvation who had essentially been fasting for 9 months. Still, when those women stepped outside nearly everyone who saw them assumed that the emaciated woman was restricting and the fat woman was bingeing.

These assumptions are like the projections of a film onto you as the screen. It can get pretty tiresome to be fat and have the "Gawd, She Must Have No Will

Power and Hate Herself" movie projected onto you, but it is also tiresome to be conventionally beautiful and be hit with the "Ohmygod, She Must Think She is Totally Perfect, I Hate Her" movie.

The projections vary by body size and appearance, as well as gender, ethnicity, class, age, and so forth. There is usually something painful to us about being projected upon, especially when the assumptions are negative, far from the truth, or we feel powerless to influence them. This makes them more "toxic."

There are certain situations that are particularly difficult because the perceiver has very little information about you except what they can see, and their own associations to that sight. Job interviews, blind dates, singles bars, walking down the street - all of these are times when you are most vulnerable to being only a screen for someone else's associations.

But most of the time there is a considerable amount you can do to "show up" through the projection rather than being a passive movie screen. Think about someone who has struck you as particularly socially successful who is not that conventionally attractive. What forms their appeal? They are not being passive screens for the "That Must be a Lonely, Plain Gal/Guy" movie. Somehow they seem "vaccinated" against the forces



that select for Barbie and Ken.

The challenge for all of us is to find ways to "show up" through the projection as our real, unique selves. These are some skills that constitute the effective defense by your emotional immune system:

Know yourself - in fact, be full of yourself

Know the projections - learn to recognize the enemy

Clean up the internalized versions of those projections

Feel entitled to show up

Bond with other people who support your identity

Be an activist - do things that make you feel empowered

Be compassionate with your vulnerable side - it hurts to be projected upon

The metaphor of the emotional immune system illuminates *the importance of the things you believe about your body and yourself*. How does the physio-

logical immune system defend you from toxins? (Please forgive the gross oversimplification, but:) It compares the thing coming from the outside to what is on the inside already, to determine if this is a foreign invader. If there's no match, it fires up the armies. But what if there is a match? It is more likely to allow the thing from the outside to pass the boundary and do its work on the inside.

If the thing being projected upon you is something you worry is true about you, if you have internalized those oppressive stereotypes ("I am a fat lazy out-of-control loser"), then it passes by your boundaries and confirms your worst fears. It wounds you deeply. On the other hand, if you have done the work of thinking critically about the culture and how oppressive it can be to different groups of people, and you have looked inside to your own attitudes and challenged yourself to tell the truth about yourself to yourself, then the thing being projected upon you is less likely to be a match. It may still bruise you, but maybe it won't give you a terminal illness. Instead, you may think, that guy/gal really has a problem with (fat/old/Asian/disabled/gay/etc.) people. ***It was your bad luck to cross their path today, but their bigotry does not make you bad.***

The metaphor of the emotional immune system also illuminates the fact that no matter how much internal "cleaning up" we do, we will be vulnerable to the external toxins. We still have to do the work of cleaning up the culture. But we need to try to stay as strong as possible for that task, so the internal tasks are quite important too. The emotional work and the activism enhance each other. Change your mind, change your culture, and let your body be.

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Debora Burgard, Ph.D.



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#### June's Movie Forum

Movie: ***Shallow Hal***

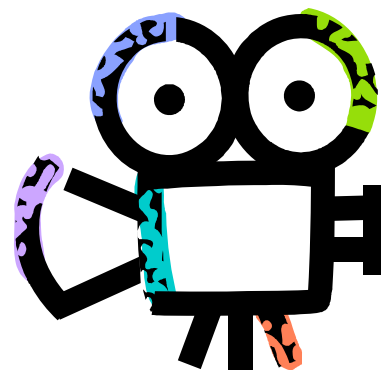
Date: **June 27th**

Time of Movie: **11 am—1 pm**

Forum: **1pm — 2 pm.**

Location: **Black Canyon Facility, 2445 W Indianola,  
Training Rooms ABC**

This will satisfy your Ethics COJET requirement



#### Bring your Lunch

If you have already seen the movie or wish to watch on your own, that is fine, come at 1:00 and participate in the forum. Be sure you have watched the movie before attending the forum. You will be required to submit documentation indicating you have viewed the movie in advance.

There will be other forums on this topic to follow.

# Calendar of Events

## JUNE 2006

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18 Father's Day	19 Juneteenth Bake Sale	20	21	22	23	24
25	26	27 Movie Forum	28	29	30	

Diversity Council Board Members  
 Catharina Johnson - Co Chair  
 Robert Villasenor—Co Chair  
 Harriet Galbreath—Historian  
 Channing Williams—Treasurer  
 Seteara Haddock—Secretary

**Maricopa County  
 Adult & Juvenile  
 Probation  
 Diversity Council**