



**EXPLORING CULTURAL COMPETENCE AND NOVA SCOTIA'S
CRIMINAL JUSTICE SYSTEM: APPROACHES AND DIALOGUE
FOR CHANGE**

Nova Scotia Criminal Justice Association

Monday, November 28, 2011

Loyola Conference Room, Saint Mary's University

The workshop was organized in response to recommendations flowing from a colloquium sponsored by the NSCJA in April 2010 *African Nova Scotians and the Criminal Justice System: Conversations toward solutions*. It marks an ongoing commitment by the Association to address these challenging issues so that we may work together more effectively to achieve improved outcomes. Approximately 100 individuals working in the justice, health care, education and social welfare fields took part in the workshop.

Session Objectives

- To demonstrate creation of a safe, inclusive and participatory environment for dialogue and change.
- To define cultural competence as an individual and institutional responsibility.
- To illustrate that cultural competence and cultural safety include a learned set of skills, knowledge and values that require a commitment to change.
- To review *Triple A: Awareness, Analysis and Action* as an approach for supporting cultural competence.
- To state systemic strategies to build cultural competence.
- To state a common understanding of, and shared commitment to, identifying next steps for implementing cultural competence.

Participants were greatly assisted in their consideration of these important and difficult issues by key-note addresses delivered by Dr. Wanda Thomas Bernard and Sharon Davis-Murdoch.

Dr. Wanda Thomas Bernard (workshop address: *Cultural competence: an individual or institutional responsibility?*)

Dr. Wanda Thomas Bernard is a Social Worker, Educator, Researcher, Community Activist, Advocate and Mentor. Her research with Black men and the violence of racism, particularly in the criminal justice system, has had significant impact on not only academic work, but also agency and community-based practice.

Sharon Davis-Murdoch (workshop address: *Cultural competence: an approach to systems change*)

Sharon Davis-Murdoch is Special Advisor to Nova Scotia's Associate Deputy Minister on Diversity and Social Inclusion, Nova Scotia Department of Health and Wellness. Her successful approach to moving cultural competence forward in the province's health care system has spanned the last decade.

A series of small group discussions provided an opportunity for participants to discuss current challenges experienced in their workplace and to consider how the goals of cultural competence might be pursued by individuals and organizations. Facilitation was provided by Janet Rhymes and Darren Brown of Logical Minds Consulting.

Janet Rhymes and Darren C. Brown, Logical Minds Consulting

Logical Minds Consulting designs and delivers customized solutions that lead to individual, organizational or community change. Their work includes training for transformation, process facilitation and planning, participatory assessment and policy development, evaluation, research and writing.

An awards presentation took place at the workshop luncheon.

**CANADIAN CRIMINAL JUSTICE ASSOCIATION
AWARD ACKNOWLEDGING EXCELLENCE**

Presented at the 2011 CCJA Congress in Quebec City.

Research Award – *“granted to recognize an individual or group who completed valid and reliable research which resulted in substantial improvement to the operations of the criminal justice system.”*

Award recipient: **Donald Clairmont**, professor emeritus, Sociology and Social Anthropology and Director, Atlantic Institute of Criminology, Dalhousie University.

**NOVA SCOTIA CRIMINAL JUSTICE ASSOCIATION
STUDENT AWARD**

This award is open to post-secondary students in Nova Scotia who are enrolled in a Social Sciences program with a focus on social justice (such as law, criminal justice, social work, sociology, forensic psychology). The student must be in good standing and complete a 250-500 word essay describing how their studies and community involvement assist in resolving problems that derive from criminal actions and at-risk behaviours.

2011 Award recipients: **LaMeia Reddick**, Dalhousie University and **Garnet Estabrooks**, Nova Scotia Community College, Truro Campus.