



Diversity and Social Inclusion @ June 28, 3:00 – 4:00pm

D 4-28-1-1

CON-1129

Obstacles to Recruiting Minorities in Research and Some Strategies to Cross the Divide: An American Example

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Conducting health and mental health research with minority populations is challenging, specifically under-served populations. This presentation will examine challenges associated with data collection from this hard to reach immigrant populations, specifically drawing from studies recruiting Hispanic/Latino migrants from Mexico and Central and South America in US research studies. Comparable challenges in other countries will also be explored. Presenting an American example, data will be drawn from health and mental health research studies conducted in US State of Texas. Houston, Texas has long served as one of the major United States immigration hubs, particularly for Hispanic/Latino migrants from Mexico and Central and South America). Houston's geographic location and strong economy have been the main reason for an influx of immigrants from all over the world. Between 2000 and 2013 Houston's immigration rate (59%) was nearly double that of the US average. Current estimates indicate 22% of Houston's over 6.3 million residents are foreign born, with approximately 9.5% of the city's total current population being comprised of immigrants from Mexico. Currently, the health and mental health outcomes of Houston's Mexican migrants are relatively less understood due to challenges associated with data collection from this hard to reach population. Due to an increasingly acute focus on migration and documentation status, immigrants in the greater Texas area have become increasingly reluctant to engage in community-based data collection efforts, particularly if they are undocumented.

This presentation will explore some core challenges associated with data collection on behavioral health outcomes for Mexican American immigrant populations, and will outline strategies for



successful engagement of Mexican immigrant communities. In addition, this presentation will highlight the process of building community-based partnerships through the development of cultural knowledge and trust.



D 4-28-1-2

CON-1133

Improving the Employability of People with Disabilities: The Role of Business Enterprises

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Although the employment of people with disabilities (PWDs) has been recognized as an important human right, it has seldom been emphasized in current corporate social responsibility (CSR) practice. Based on the experience of a job training program in hospitality for people with intellectual disabilities or Down Syndrome offered by a hotel in Hong Kong, this paper explores the important role played by businesses in supporting the employment of PWDs. An A-B-C-D framework is proposed by the author to explore what business enterprises can contribute. Through conducting interview sessions for the hotel staff and social workers involved in the program, this study suggests that business enterprises can potentially play a big role in improving the employability of PWDs by providing workplace accommodations, business-oriented settings, a caring attitude, and job demand, showing how CSR and PWD employment are intertwined.



D 4-28-1-3

CON-1177

Self-Perceived Cultural Competence among Human Service Professionals

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In 2016, non-Chinese persons account for 3.6% of Hong Kong's population. However, many members of ethnoculturally diverse groups experience challenges in education and employment because of their linguistic and cultural differences, and struggle to gain equal access to healthcare and social services. There is also general expectation for human service professionals to be more well equipped to work with culturally diverse groups. This research examined understandings of cultural competence among human service professionals in Hong Kong, their needs and challenges in serving culturally diverse groups, their willingness and receptivity to receive cultural competence training, and best practices for providing training.

48 individual qualitative interviews were conducted with frontline and managerial practitioners, professional associations, and educators in training institutions from five human service professions: nursing, social work, physiotherapy, occupational therapy, and teaching. Nurses, physiotherapists, and occupational therapists are less exposed to culturally diverse service settings, while social workers and teachers tend to have more opportunities to work with non-Chinese clients and students, and have developed closer relationships with them in their service contexts. However, all professionals frequently encounter language barriers and various forms of cultural shocks in serving ethnoculturally diverse clients. Also, these professionals have limited opportunities to receive cultural training through either university curricula or on-the-job programmes in Hong Kong.

Professional training should provide future healthcare, education, and social service professionals with opportunities to interact with ethnoculturally diverse communities through exchange programmes and service learning. This training should strengthen professionals' ability and sensitivity to serve users from diverse ethnocultural backgrounds. Employers should provide time release to practitioners for training. Accreditation mechanisms could be established for tracking professional development training received by various practitioners. Such measures can contribute to more equitable service provision for ethnoculturally diverse groups.



D 4-28-1-4

CON-1233

Financial Support as an Empowerment Tool to Beneficiaries: Experiences of Filipino Migrant and Mixed Filipino-Polish Families Assisted by Polish Program “Family 500 plus”

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Contemporary social policies and programs increasingly favor financial programs due to its cost-effectiveness and reported positive effects to beneficiaries including empowerment, although it is accused as a product of neoliberalism pulling beneficiaries to enter the labor market while creating social control agents among social workers. This led to the reluctance of social work on the use of financial programs in its practice. On one hand, empowerment is considered a focal concept in social work highlighted in its global definition. Empowerment theorists argue that empowerment can be utilized to test effectiveness of social interventions making up for current deficiencies of evaluation tools. Whilst there is a strong literature on the impact of current financial programs, the relation of empowerment and the use of cash is not widely discussed. Moreover, existing researches are confined to general impact evaluation on poverty, income and women empowerment focusing on beneficiaries considered as ‘vulnerable’. There is an absence in the discussion on the effect of the financial program toward a specific group of populations which are non-vulnerable yet equally experience risks and marginalization in the society.

This is a qualitative study using Family 500 plus Program in Poland as a case to investigate the relation of the use of cash in financial programs to the perceived empowerment of beneficiaries using the experiences of migrant Filipino and Mixed Filipino-Polish families. The finding of this study reflects that beneficiaries’ empowerment is strongly affected by the use of cash however various factors related to their distinct identity as migrants defined their empowerment experience. Overall, this study aims to promote empowerment-oriented social work practice while elevating the voice of the marginalized groups in the society such as migrant families.



D 4-28-1-5

CON-1246

Do They (People with Intellectual Disability) Know what is Death? From “Dialogue between Life and Death” Education Project

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Many people mistakenly believe that people with intellectual disability are unable to understand the meaning of death, or without capability to feel sorrow. Therefore, PIDs are being deprived of the right to receive life and death education. However, nearly 67% of our service users are aged 40 or above and they are suffered from aging and physical deterioration. PIDs have to face the issue of life and death inevitably due to the increase of their life span. This issue would bring upset and depression to them and we should help them to face this process of unspoken fear and great anxiety. We used paired sample t-test to measure the understanding of death concept of our service users. Besides, death is a concept comprising of multi-dimensions. Speece and Brent (1992) pointed out that death can be comprehended in the following dimensions: Universality, Irreversibility/Finality, Non-functionality, Causality, and Inevitability. 588 service users were interviewed before and after the workshops and a total of 472 service users understood at least two death dimensions. Service users have a very significant change in understanding the death dimensions. To sum up, service users with PIDs can understand the death dimensions and they are willing to participate in the workshops too. Therefore, we should continue to provide life and death education for them.