### Culturally sensitive practice

Being culturally aware during the planning process involves enhancing the Facilitators knowledge and skills to effectively work with people who are different from them. It is important to be familiar with the cultural characteristics, history, values, belief systems, and practices of the person at the center of the plan. A good facilitator engages in various learning opportunities to gain this knowledge. This could be achieved through both informal and formal settings including conferences, professional development sessions and simple conversations with peers. Self-reflection and dialogue with others may help facilitators confront their own biases and assumptions about how someone else sees the world around them. Becoming culturally competent or proficient involves building capacity in self-assessment and managing the dynamics of difference.

The PCP facilitator embraces cultural diversity by honoring the dignity of the person and addressing all aspects of the person’s identity (race, ethnicity, faith, language, disability, sexual orientation, etc.). Recognizing and incorporating the diversity of that identity into the planning process is critical to the formation of person- centered plan. Moreover, including any cultural support networks (membership in a cultural group for example) is an essential part of assisting the person with supports to enhance meaningful and inclusive participation in communities.

Callicott, K. J. (2003). Culturally Sensitive Collaboration Within Person-Centered Planning. Focus on Autism and Other Developmental Disabilities, 18(1), 60–68. https://doi.org/10.1177/108835760301800108

<http://www.worksupport.com/documents/culturallysensative.pdf>

### Qualities of facilitators

Amado, A. N., & McBride, M. (2003). Increasing person-centered thinking: Improving the quality of person-centered planning: A manual for person-centered planning facilitators.

pg. 17-18 of the paper <https://www.aarp.org/content/dam/aarp/livable-communities/old-learn/health/increasing-person-centered-thinking-improving-the-quality-of-person-centered-planning-aarp.pdf>