



Cultural Competency Helping Framework

Purpose of CCHF

- > The four quadrants of the Cultural Competency Helping Framework (CCHF) are designed to help BHSS professionals better understand how identity-based power dynamics shape the helping relationship.
- > These quadrants are not value judgments, but reflective tools to guide self-awareness, cultural humility, and ethical practice.

4 Quadrants of CCHF

<u>Quadrant</u>	<u>Description</u>	<u>Example</u>
Quadrant I	Privileged BHSS / Marginalized Patient	White BHSS working with a Black client
Quadrant II	Privileged BHSS / Privileged Patient	Upper-class male BHSS and wealthy male client
Quadrant III	Marginalized BHSS / Privileged Patient	Queer BHSS working with a straight, cisgender client
Quadrant IV	Marginalized BHSS / Marginalized Patient	Latinx BHSS supporting undocumented Latinx patient

Quadrants and Systems of Power

- > Social systems (racism, sexism, classism, etc.) shape experiences of privilege and marginalization for both patients and providers.
- > These dynamics can impact communication, trust, decision-making, and patient outcomes.

Self-Reflection on Positionality

- BHSS professionals reflect on the following question:
 - > *“Which quadrant(s) do I most often find myself in with my patients?”*
 - > *“How do my identities shape the power dynamics in my patient relationships?”*
- Connect the Quadrants with the Social Group Membership Profile.
 - > *What stands out as you make these connections?*

Ethical and Practical Implications

- **In Quadrant I**, it is important to consider cultural humility, listening, and avoiding saviorism.
- **In Quadrant III**, BHSS professionals might experience microaggressions or feel the need to navigate professional credibility.
- **In Quadrant IV**, it is important to over-identify or assume shared experience equals full understanding.
- **In Quadrant II**, reflect on how privilege can make social inequities invisible — leading to cultural blind spots.



Case Examples – Small Group Activity

- Identify the quadrant(s) represented
- Analyze how privilege/marginalization is at play
- Suggest culturally responsive strategies.