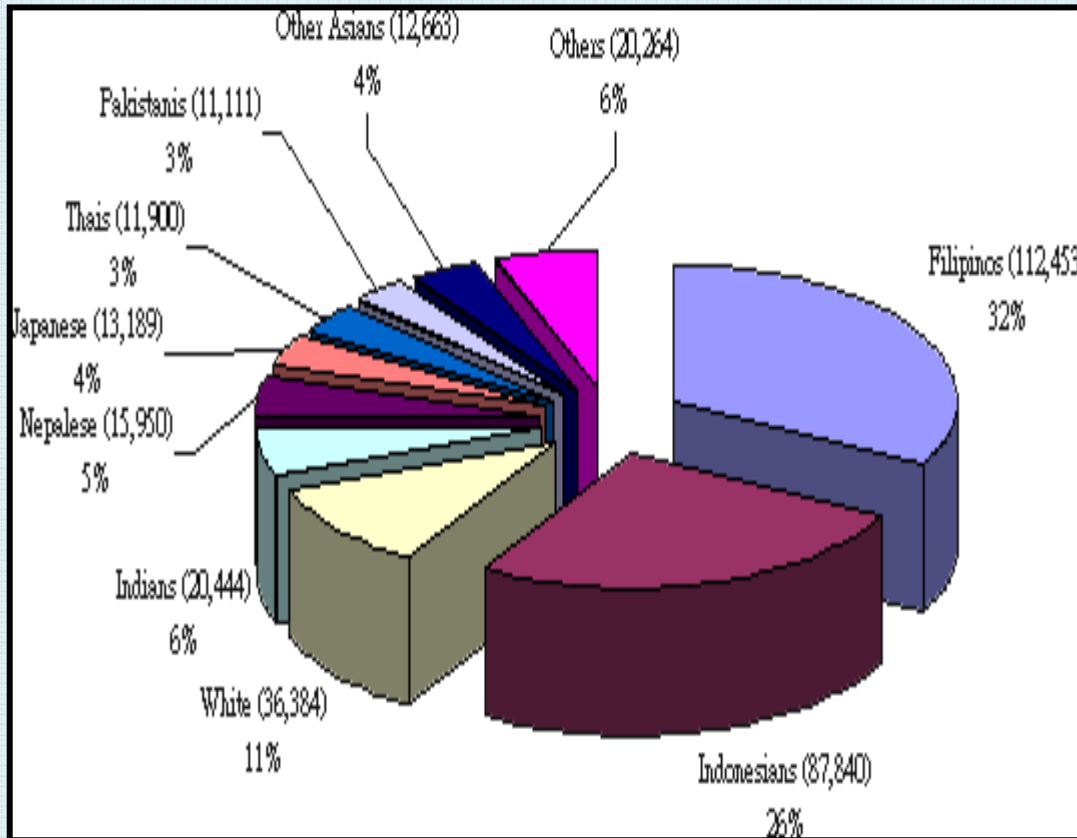


# **Multicultural Social Work**

## **the Hong Kong Scenario**

Dr KEEZHANGATTE James Joseph

# Hong Kong's Principal Ethnic Minorities



(Self-identification)	(2006 Population By-census)
<u>Ethnicity</u>	<u>Total number</u>
Filipinos	112 453
Indonesians	87 840
White	36 384
Indians	20 444
Nepalese	15 950
Japanese	13 189
Thais	11 900
Pakistanis	11 111
Other Asians	12 663
Others	20 264

# Profile: Education

(Source: 2001 Population Census)

Ethnicity	No schooling/ kindergarten	Primary	Lower secondary	Upper secondary	Matriculation	Tertiary
Indian (%)	6.3	7.0	8.2	23.2	13.3	41.9
Nepalese (%)	5.9	9.2	18.6	42.5	13.6	10.2
Pakistani (%)	12.7	19.1	22.5	27.0	7.6	11.1

# Vulnerability

## Statistics on CSSA recipients by SWD District Office (Ethnic Minorities)

(Image as at 29 Feb 2008)

Country of Origin	Districts												No of recipients
	Central Western, Southern & Islands District Office	Eastern and Wanchai District Office	Kowloon City and Yau Tsim Mong District Office	Kwun Tong District Office	Sham Shui Po District Office	Shatin District Office	Tai Po and North District Office	Tsuen Wan / Kwai Tsing District Office	Tuen Mun District Office	Wong Tai Sin and Sai Kung District Office	Yuen Long District Office	Others	
India	96	113	276	56	55	62	16	208	58	63	57	4	1,064
Indonesia	45	50	92	197	88	121	107	265	168	184	247	7	1,571
Malaysia	11	30	34	41	19	25	24	48	20	29	43	1	325
Nepal	9	53	275	5	35	1	1	59	8	3	387	2	838
Pakistan	157	312	662	341	352	60	46	861	445	355	841	5	4,437
Philippine	173	149	287	45	30	22	20	114	50	46	99	6	1,041
Thailand	47	86	141	226	106	73	81	188	103	148	128	5	1,332
Vietnam	17	20	146	32	132	19	23	89	324	33	118	2	955
<b>No of recipients</b>	<b>555</b>	<b>813</b>	<b>1,913</b>	<b>943</b>	<b>817</b>	<b>383</b>	<b>318</b>	<b>1,832</b>	<b>1,176</b>	<b>861</b>	<b>1,920</b>	<b>32</b>	<b>11,563</b>

# Minority Groups

## South Asian

- Indians
- Nepalese
- Pakistanis
- Sri Lankans



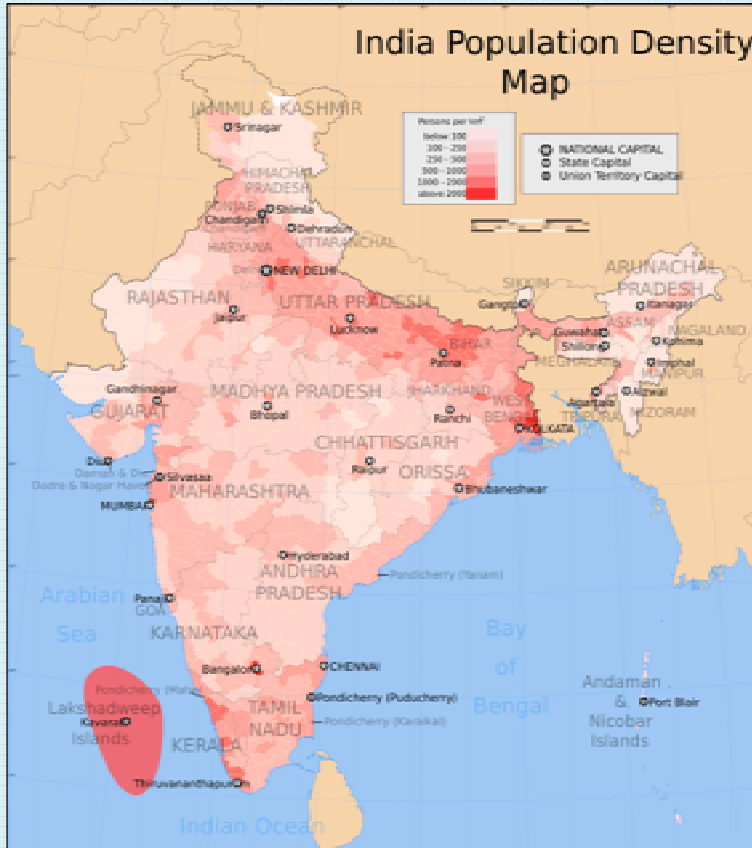
## Southeast Asian

- Indonesian
- Filipinos
- Thais



# **Incredible India**

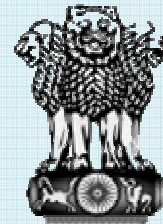
# India



Area - 3,287,590<sup>±</sup> km



National Flag



स-समैव जयते

National Emblem

India is a federal republic with

- 28 States and 7 Union territories
- Population over 1.3 Billion

# India – at a glance

- Demographics & Religions (2001)
  - 80% Hindu
  - 13.4% Muslim
  - 2.3% Christian
  - 1.9% Sikh
  - 1.8% others
  - And 0.1% unspecified
- Languages
  - Hindi and English are official languages
  - 22 other languages are spoken in India





# Destination Nepal

# Nepal



Area of 1, 47, 181 sq. km.

Recently became a  
Republic

Population of: 23.1 million  
people

National Flag of Nepal



# Nepal – at a glance

- Secular state
  - Major religions : Hinduism and Buddhism
- People
  - More than 101 ethnic groups with 92 spoken languages.

# Pakistan

Badashahi Mosque (Emperor's mosque) -  
Lahore

# Pakistan



**Total area: 803, 940 sq. km**

**Islamic Republic with Four Provinces:  
Baluchistan, North West Frontier  
Province (NWFP), Punjab and Sind**

**Population: 131.5 million**

**National flag of Pakistan**



# Pakistan at a glance

**Languages: Urdu, English, Punjabi, Pashtu, Balochi and others**

**Religion : Muslim – 97% (Sunni 77%, Shia -20 %);  
Christian, Hindu and others - 3%**

# Engaging Hong Kong's Diversity

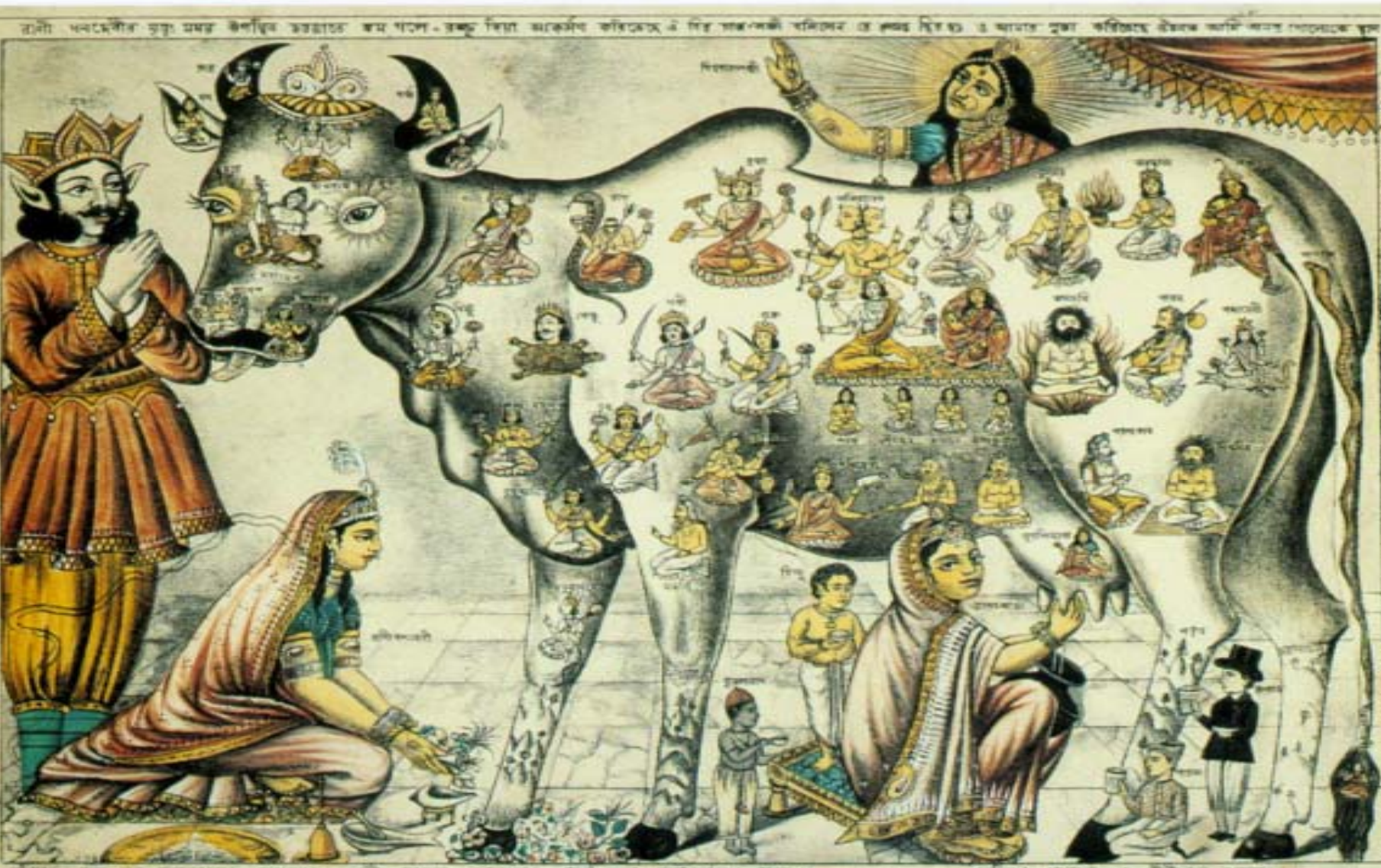
- Being open
- Willing to explore
- Ready to learn

# Hinduism and South Asians in HK

- Hinduism is a way of life.
- South Asians in Hong Kong observe Hindu beliefs and traditions
- Respect for the cow is often misunderstood by outsiders



# Sacred Mother Cow



Yama can make no claim on anyone who worships the COW

# ***Gopuja*** – Cow Worship

- **Cow is the only sacred animal worshipped in South Asia**
- **By tradition cows are not slaughtered for meat**

**He who kills a cow lives as many years in hell as there are hairs on the cow's body (Mahabharata:13.74.4)**

# ***'Gopuja'* – Cow Worship**



# 'Gopuja' – Cow Worship




# Islam and South Asians in HK

- **Islam** teaches that one can only find peace in one's life by submitting to **Allah**, the almighty God in our heart. **Allah** is the sole creator & sustainer of the Universe.
- A person who believes in Islam is called **Muslim**.



# Five Pillars of Islam

All Muslims have to comply to the **Five Pillars of Islam**, including:

1. **Shahadah** (Declaration of Faith) - The duty to recite the creed: “There is nothing worthy of worship except God & Muhammad is the messenger of God”.
  2. **Prayer** (Salah) Pray **5 times** a day (**4am, 2pm, 4pm, 7pm, 9pm**)
  3. **Charity** (Zakat) To give charity to the needy Muslims & non-Muslims
  4. **Fasting** (Sawm) Every year in the month of Ramadahan, all Muslims fast from dawn till sundown – no food, no drink, no sexual relations (During the 9<sup>th</sup> month of Islamic Calendar)
  5. **Pilgrimage** (Haj) - The pilgrimage to Mecca (Begins the 12<sup>th</sup> month of Islamic calendar)
- 

# Food



- “Halal Food” 伊斯蘭教律法的合法食物
- Muslims can only eat “HALAL” food (permitted in the Islamic Law).
- All animals are slaughtered by Muslims in a specific way to make the meat HALAL.
- Muslims cannot eat “HARAM” (prohibited in the Islamic Law) food like pork, alcohol & blood.

# Modesty in Islam

- Islam exhorts both men and women to dress and behave modestly
- Women wear a *hijab* or *burqa*





# Sikhism and South Asians in HK

- Sikhism was found by Guru Nanak in 1469.
- Sikhism believes in one God (*Waheguru*), he is the God of all.



## U.S. Department of Justice

### Common Sikh American Head Coverings

Sikhism is a religion that originated in South Asia during the 15th Century and is distinct from both Islam and Hinduism. For religious reasons, practicing Sikhs do not cut their hair. Sikh men wrap and knot their long hair with a turban or pagri (see photo a), a practice that typically takes 10-15 minutes. Sikh boys wrap their hair in a smaller under-turban or patka, with their hair knotted on top of their head (photo b). Some Sikh women also wear turbans (photo c); however, many opt for a cloth or chhona to cover their head (photo d).

Points to Keep in Mind when searching someone wearing a Sikh Head Covering:

- Show Respect.
- Explain why you need to conduct search.
- Offer private room for search, if available.
- Searches should be done by members of the same sex.
- Review applicable policies and procedures for more information.



# Sikhism

- **Sikhism teaches that people of different backgrounds (race, religion & sex) are all equal in the eyes of God. It teaches equality of men & women.**

# The 5 'Ks' of Sikhism

1. *Kesh* – hair



2. *Kainga* - comb



3. *Kirpan* or the religious sword



4. *Kara* – Iron wristlet



5. *Karaschiva* – white undershorts



Multicultural  
Social Work Practice:  
Where to start?

# SWRB Video

## 處境十一





# Dimensions of Human Existence

- **Denial of group identity**
  - “We are all same under the skin”
  - “Apart from our racial background we are all unique”

# Cultural Competence in Social Work

“The process by which **individuals and systems** respond **respectfully and effectively** to people of all **cultures, languages, classes, races, ethnic backgrounds, religions** and other diversity factors ... **recognizes, affirms, and values** the worth of **individuals, families and communities** and protects and preserves the dignity of each” (NASW 2001)





**Introspective**



**Organisational Strategist**



**Competent Multiculturalists**



**Explorer**



**Individual Strategist**

# 1. Introspective

- Aware of own Assumptions, Values, Biases
  - Eg.: “EM always come late”
  - “EM children are uncontrollable”

# 1. Introspective

- What is your **worldview** as you come to help the EM clients?
- “They don’t eat pork, can’t eat beef, can only eat *halal* chicken”

## 2. Explorer

- Keen to explore the worldviews of the clients
  - What is their group worldview?
  - What do you know about their culture and religion?

## 2. Explorer

- ‘Cultural role taking’
- ‘Cognitive empathy’

### 3. Individual Strategist

- Develop appropriate and effective:
  - Helping, teaching, communication and intervention strategies
- Build on the strengths of the community

### 3. Individual Strategist

- Aware of client's life experiences and cultural values
  - Is talk therapy valuable?
  - Is self-disclosure appropriate?
  - Preference for a directive approach among clients

## 4. Organisational Strategist

- Is my organisation monocultural or multicultural?
- What multicultural expressions exist in my organisation?





## 4. Organisational Strategist

- How does an organisation support & cultivate differences?
- Identify monocultural/multicultural policies and practices exist?
  - Eg. Notices, newsletters, décor, etc.



# Model of Cultural Competence

- Dimension I: Group specific worldviews
- Dimension II: Three components:  
Awareness, knowledge, skills
- Dimension III: Foci of Social Work interventions



# Model of Cultural Competence

- Dimension I: Group specific worldviews
  - Be alert to differences

# Model of Cultural Competence

- Dimension II: 3 Components

- a. **Awareness**

1. From culturally unaware to aware and sensitive to his/her cultural heritage
2. Aware of his own values and biases
3. Comfortable with differences – difference is not deviance
4. Sensitive and ready to do referral for clients
5. In a state of soul-searching

# Model of Cultural Competence

## **b. Knowledge**

1. Has knowledge about the community
2. Understands the socio-political systems in operation
3. Knowledgeable about institutional barriers

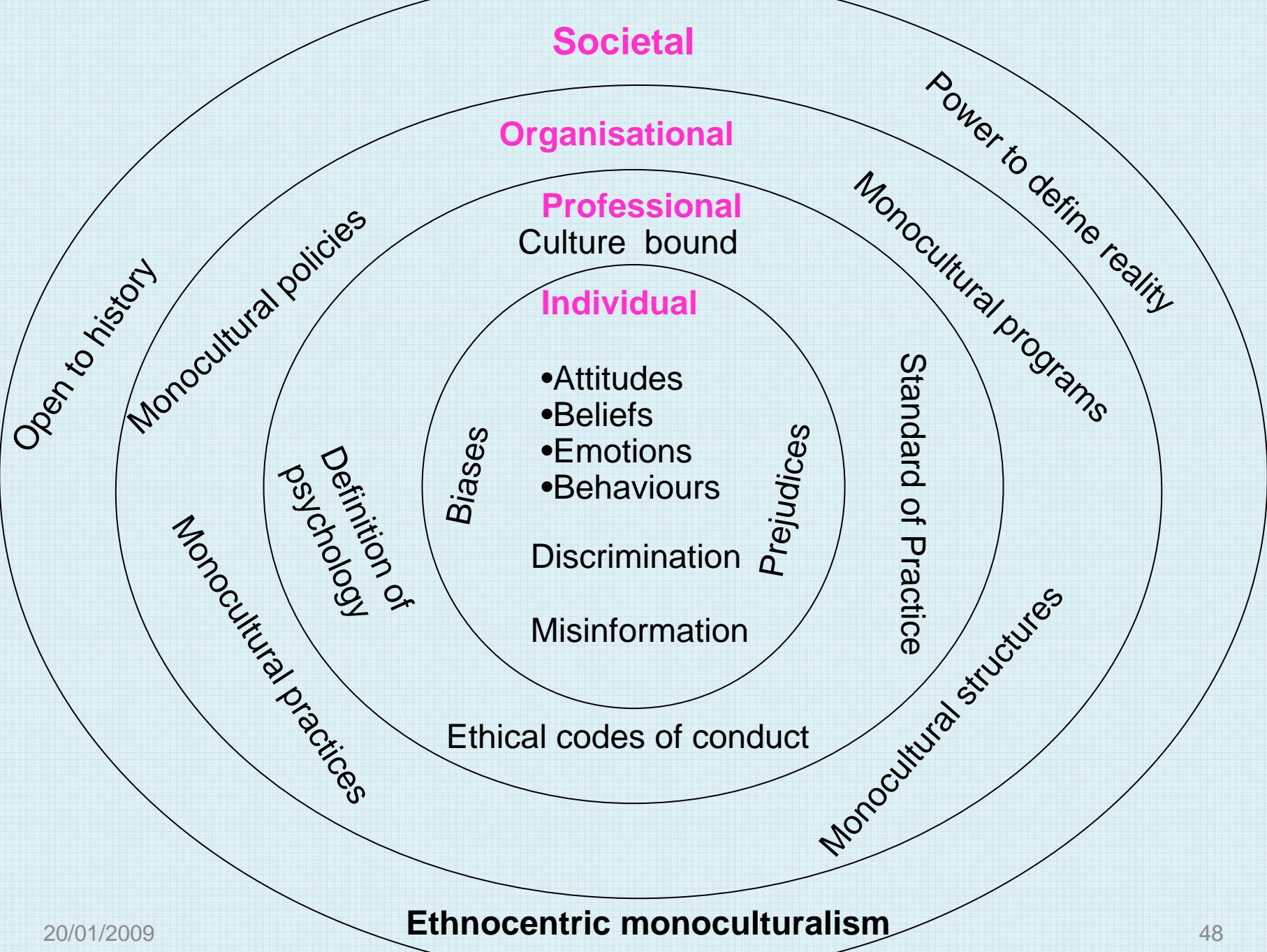
# Model of Cultural Competence

## **c. Skills**

1. Able to generate a wide range of verbal and non-verbal responses
2. Send and receive verbal and non-verbal messages accurately and appropriately
3. Mobilise more than two hands
4. Aware of helping style and identifies limitations
5. Engages an active systemic focus – goes beyond the individual to the environment

# Model of Cultural Competence

- Dimension III: Multiplicity of interventions



**Societal**

**Organisational**

**Professional**

Culture bound

**Individual**

- Attitudes
- Beliefs
- Emotions
- Behaviours

Discrimination

Misinformation

Biases

Prejudices

Standard of Practice

Ethical codes of conduct

Power to define reality

Monocultural programs

Monocultural structures

Open to history

Monocultural policies

Monocultural practices

Definition of psychology

**Ethnocentric monoculturalism**



**When working with Diversity ...**

**‘Difference is not  
Deviance’**