

**Title:** *Restoration Maryland: The Cultural Proficiency Capacity Building Model for Organizational and Systems Accountability*

**Authors:** Ivan P. Eaton, DPA, *VanEaton Consultants*  
576 St. Mary Street, Baltimore, MD 21201-1936

Robin D. Hamlett, BFA, Spokesperson  
*Black AIDS Action Movement (BAAM!!!!!!!)*

## **Abstract**

**Background:** Reportedly, the Black Community represents over 80% of all HIV/AIDS cases in the State of Maryland yet only marginal culturally appropriate responses have been launched.

**Objective:** This two-phase project presents a culturally underscored capacity building model to incite participatory community action and practitioner partnership and research to collectively ensure the delivery of *culturally proficient*<sup>1</sup> responses to HIV/AIDS.

**Methods:** Phase I, a participatory action research approach, includes 1) formation of a community action movement to influence public policy and to hold public stewards accountable in providing culturally responsive HIV/AIDS programs and 2) Participatory Action Research (PAR) to develop a preliminary visual model to illustrate societal factors that determine public policy issues, recommendations and outcomes. Phase II, evolution of the model, provides scientific inquiry through qualitative content data analysis of archival documents (using *NVivo 8*) to assess *what* the State of Maryland actually proposed to ensure culturally appropriate responses to HIV/AIDS.

**Results:** Phase I revealed: 1) several socially-constructed, emergent and unresolved issues (including stigma), impacting HIV/AIDS and 2) No existing model to align Maryland with federally endorsed Culturally and Linguistically Appropriate Standards (CLAS)<sup>2</sup>. Phase II qualitative content data analysis did not demonstrate significant State propositions to fulfill several components of the CLAS.

**Conclusion:** In consensus with the action movement, the researchers recommend adopting the model to mobilize activists, advocates, practitioners, constituencies, and elected officials to ensure conformance with all components of the CLAS to respond to the disproportionate impact of HIV/AIDS in the Black Community in Maryland.

## **References**

<sup>1</sup>Cross, Terry L., Barbara J. Bazron, Karl W. Dennis, and Mareasa R. Isaacs, (with the assistance of the Portland Research and Training Center for Improved Services to Severely Emotionally Handicapped Children and Their Families. 1989. *Towards a culturally competent system of care (Volume 1): A monograph on effective services for minority children who are severely emotionally disturbed*. Washington, DC: National Technical Assistance Center for Children's Mental Health Georgetown University Child Development Center.

<sup>2</sup>U.S. Department of Health and Human Services Office of Minority Health. 2001. *National Standards for Culturally and Linguistically Appropriate Services in Health Care. Final Report*. Rockville, MD: IQ Solutions, Inc.