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**Topic:**CulturalCompetenceofProfessionalSocialWorkersinCommunity

**Engagement:** A Study of NCR Delhi

Followingaretheimportantresearchfindings:

- Socialworkpractitionershâveassumptionsandunderstandingsaboutculturalcompetence in terms of respecting cultural diversity, being aware and gaining knowledge about the community with which they are working, understanding that cultural background influences behaviour and taking some initiatives to address the cultural need of the community. These assumptions and understandings influence the way social workers approach and engage with clients from diverse backgrounds. Lum (2007) provides a comprehensive framework for culturally competent practice. Lum highlights the significanceofrespectingculturaldiversity,understandingdiversegroups,andaddressing justice issues.
- Social work education programs provide some foundational knowledge and skills related to cultural competence, but organizations give less importance to training programs for social workers. According to a systematic review conducted by Osei-Tutu and Smith-Osborne (2017), social work education programs recognize the importance of cultural competence and offer various courses and workshops to equip students with foundational knowledge and skills in this area. These programs play a crucial role in instilling cultural competenceamongfuturesocialworkers.However,thereviewalsohighlightsasignificant gap when it comes to the integration of cultural competence training into practice settings and ongoing professional development.
- There are some challenges that social workers face in terms of their culturally competent

belong to the marginalized section of society faces some discrimination. It was evident that some women and cultural minority groups like Muslims and individuals belonging to the lower caste category have experienced such discrimination in their professional circle at the organizational level. Quantitatively, around 3 % felt that they are treated differently from their counterparts by management because of cultural background. According to Dalal (2012), unconscious bias plays a significant role in perpetuating workplace discrimination, including within professional circles.

- The study identified several potential solutions to the challenges and problems related to cultural competence in social work practice, such as providing ongoing training and support, engaging in community-based partnerships, and promoting a culturally humble and responsive practice that involves ongoing reflection and collaboration with communities. Social workers can enhance their cultural competence by interacting with communities in their language and using simple language wherever possible.