

CRP Code of Ethics

The ICAADA Culturally Responsive Professional (CRP) endorsement code of ethics outlines minimum values and principles of providing culturally responsive services. This code is not meant to override the professional's other credentials or licensed code of ethics. This ethical standard is meant to complement the professional's scope of practice and ethical responsibility to ensure the principles of cultural competency, cultural humility and diversity, equity, and inclusion as guiding values in all their professional affairs. ICAADA expects those currently endorsed as a Culturally Responsive Professional, to adhere to these standards outlined below to ensure all persons served are treated with individualized dignity and respect.

Culturally Responsive professionals will recognize that cultural humility is a career-long process that requires ongoing education through training, experiences, conversations, and self-reflection. Culturally Responsive Professionals shall maintain high standards of professional and personal conduct and conduct themselves in a manner that supports the dignity and respect of all cultures.

Culturally Responsive Professionals shall be aware of the limits of their cultural understanding/experiences and capabilities and shall collaborate with other professionals to best meet the needs of the person(s) served. Culturally Responsive Professionals shall maintain an objective and ethical relationship with the person (s) served. This endorsement does not condone, suggest, or intend that a Culturally Responsive Professional is an expert on any culture or has a full understanding of every cultural aspect of any ~~one~~ culture. This endorsement is meant to verify that the professional has shown a passion, and received education, in ~~to~~ understanding cultural competency, cultural humility and the diversity, equity, and inclusion and application to professional services.

A. Cultural Competency

As a Culturally Responsive Professional, valuing Cultural Competency, I will:

1. Address actions, innuendoes, policy, marketing and/or other situations that create an unwelcoming, exclusive environment for all. This may include, yet is not limited to:
 - a. Confronting stereotypes
 - b. Directly addressing any discriminatory, abusive, harassing, offensive or unwelcome comments and/or actions and reporting as required by organizational policy
2. Treat others with dignity and respect, regardless of my personal/professional views/opinions.
3. Foster a teamwork approach to all efforts, including encouragement of varying cultural perspectives.
4. Avoid slang, verbiage or similar wording that may not translate across cultural delivery whenever possible.
5. Support an inclusive environment that allows for flexibility for team members and persons served who may have unique needs, abilities and/or obligations.
6. Confront the behaviors, statements and/or decisions that are based upon others implicit or explicit biases. Work to identify implicit and explicit biases using supervision, professional consultation with someone educated in cultural competency, cultural humility and diversity, equity and inclusion, continued education, and other awareness opportunities to address potential barriers to person-centered care.
7. Be open-minded and respect feedback that is provided from others regarding their perspective of my actions.

8. Ensure all services delivered, and professional conduct, is led by the core fundamentals that drive cultural competency, cultural humility and diversity, equity, and inclusion efforts.
9. Provide culturally responsive services, continue to develop an awareness of cultural humility through supervision, professional consultation with someone educated in cultural competency, cultural humility and diversity, equity and inclusion, and continued education, while seeking out diversity enrichment opportunities within my community.
10. Set clear, appropriate, and culturally sensitive boundaries with other professionals and all persons served.
11. Make public statements or comments that are accurate, reflect current ~~and accurate~~ information and are culturally appropriate. Public statements will not cause negative consequences or harm to the community, my culture or others, my profession, or others, and/or any other aspects of my professional realm.
12. Respect and acknowledge the professional efforts and contributions of others and not declare or imply credit as my own. If involved in research, I shall give credit to those who contribute to the research.

B. Cultural Humility

As a Culturally Responsive Professional, valuing Cultural Humility, I will:

1. Gain knowledge of cultures, including cultures I identify as belonging to. This includes educational learning, experience, self-reflection, and ongoing professional understanding and growth of my ~~own~~ culture and the cultures of others.
2. Develop cultural awareness and acknowledge the limits of my cultural knowledge and experiences.
3. Agree to a career-long commitment to evaluate and critique my attitudes, services and conduct in all professional affairs.
4. Recognize power dynamics and imbalances and have a commitment to address those imbalances to the best of my ability whenever possible.
5. Develop partnerships with people and organizations who advocate for others, including those who are not of my own culture.
6. Hold systems accountable for cultural insensitivity and oppression and take action to address these situations in a professional manner.
7. Maintain regular supervision, and ongoing professional development with someone educated in cultural competency, cultural humility and diversity, equity, and inclusion, to provide direction regarding challenging cultural issues, behaviors, or conditions that may negatively impact my ability to be a culturally responsive professional.
8. Utilize supervision and professional consultation and development, to grow my cultural understanding, identify my cultural blind spots and identify skills/behaviors that require improvement.
9. I understand that misconduct will result in disciplinary action and may result in the suspension of my endorsement.

B. Diversity, Equity, and Inclusion

As a Culturally Responsive Professional, valuing Diversity, Equity, and Inclusion, I will:

1. Recognize that diversity includes components such as internal, external, organizational and worldview.
 - a. Internal diversity refers to characteristics related to situations that a person is born into. This may include, yet is not limited to, race, ethnicity, sexual orientation, cultural identity, assigned gender, age, national origin, gender identity, physical ability, and mental ability.
 - b. External diversity describes things that are related to a person yet are not characteristics that the person was born with. This may include, but not be limited to, personal interests, citizenship, familial status, life experiences, socioeconomic status, relationship status, health status (including recovery), appearance, education, geographic location, and education
 - c. Organizational refers to characteristics that distinguishes one team member from another within an organization. This may include, yet is not limited to, job functions, place of work, employment status, position within the organizational structure, seniority, employment status, pay type and union affiliation.
 - d. Worldview includes internal, external, organizational and a multitude of other components. Our worldview may change over time as we experience new things and learn more about the world around us and ourselves. This may include, yet not be limited to, political beliefs, outlook on life, moral compass, and the investigation of what distinguishes justified belief from opinion (Epistemology)
2. Create an environment where all are and feel respected, have a sense of belonging, and can participate to achieve their potential.
3. Contribute to an environment that promotes the safety of everyone and supports the inclusion of their full, individualized perspective and experience into every conversation and activity.
4. Value the contributions, perspectives, and presence of different cultures and to the best of my ability, ensure that these are valued and integrated into the professional environment.
5. Directly address situations of ‘tokenism’ and micro-aggressions and make efforts to ensure that equitable access, inclusion, and practices supporting diverse cultural representation is adhered to and individuals are treated with respect.
 - a. “Tokenism’ refers to the practice of making minimal, or a symbolic, effort to include specific cultures. This is in direct violation of this code of ethics and is considered culturally insensitive.
 - b. Micro-aggressions refer to small acts of prejudice, insults, dismissive behavior -intentional or not that can take a large toll on the person. Examples could involve racial, gender, ability status, age, sexual orientation, or environmental discomfort.
6. I will make efforts to ensure that there is a broad representation of culture in my professional affairs.

D. Ethics Responsibilities

As a Culturally Responsive Professional, valuing Ethics, I will:

1. Conduct myself in accordance with the ICAADA CRP Code of Ethics
2. Recognize professional/personal issues, behaviors, or conditions that may impact my performance as a CRP and report any unethical behaviors to my supervisor and ICAADA.

3. Provide a current copy of the CRP Code of Ethics to my employer and direct supervisor.
4. I will disclose directly to ICAADA, per ICAADA ethics reporting guidelines, if a known, or perceived, ethical violation has been committed by myself or person(s) who are currently certified/licensed in Indiana (regardless of certification/license).

If at any point I recognize/I am unable to meet any of these requirements, I will immediately consult with my direct supervisor and seek professional consultation with someone educated in cultural humility and diversity, equity, and inclusion to identify appropriate actions to take. This action may include ceasing representation as a Culturally Responsive Professional. This may include disclosure of the situation to ICAADA if it violates any item outlines within this code of ethics. I understand it is my responsibility to adhere to this code of ethics and the ethical standards that guide cultural humility and diversity, equity, and inclusion. I will contact ICAADA if my organization, or other programs I work alongside, create/implement policies that force me to work outside of the ethical standards of providing culturally responsive services.

I hereby attest that I have read, understand, and will adhere to the ICAADA CAPRC Code of Ethics, as described above; and including, a subsequent change to the code of ethics that is duly approved by the ICAADA Board of Directors at a regularly scheduled Board Meeting. It is my responsibility to remain current and comply with the code of ethics for this and other credentials awarded by ICAADA throughout the life of the credential.

Printed Name: _____

Signature: _____

Date: _____