GLOBAL AUTISM PROJECT

INTERCULTURAL COLLABORATION

Speaker: Molly Ola Pinney,
Founder / CEO
Global Autism Project
Molly Ola Pinney


- Today, the Global Autism Project has served sixteen countries so far and is working toward a goal of supporting 20 centers of excellence for people with autism in 20 countries by 2020.

- Molly has been the recipient of numerous awards and accolades for her work, including the Comcast NBC Universal award, the Autism Light Foundation award, Columbia University’s Medal for Excellence award in 2019, as well as given the opportunity to ring the NASDAQ bell alongside her staff in 2012.
DOWITHNOTFOR
DOING FOR OTHERS DOESN'T HELP.

- Molly Ola Pinney
Our Mission

ACCEPTANCE

EMPOWERMENT

We promote the acceptance and integration of individuals with autism worldwide by training communities in culturally relevant, best practices.
"I was working with one student in Seattle. When his family asked me to move to Ghana with them, I thought it would be temporary."
I first noticed the desks...
SkillCorps
THE START OF A MOVEMENT

Go to the people. Live with them, learn from them, love them. Start with what they know, building with what they have. But with the best leaders, when the work is done, the task accomplished, the people will say, "We have done this ourselves."

-Lao Tzu
INTERNATIONAL ACCESS DISPARITY

Distribution of BCBAs and BCaBAs Globally

- BCBAs in the World
- BCBAs in North America

World Population

- World Population (not including North America)
- Population of North America

Credit: Syed & Sadavoy, 2019, manuscript in progress
AUTISM? WHAT IS THAT?

MISCONCEPTION

STIGMA + BELIEFS

INTERVENTIONS AVAILABLE

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AUTISM STIGMA

In some prayer camps, people are chained, forced to fast

“Like a Death Sentence”
Abuses against Persons with Mental Disabilities in Ghana

Photo Credit: Human Rights Watch (2012)
It’s easy to make assumptions...
CULTURAL DIFFERENCES AROUND THE WORLD
By 2060, minorities will represent 54% of the U.S. population.
Every Family Has Its Own Culture
Cultivate client-centric service
Improve service quality
Expand ability to work with each other
Sustainable collaboration
CULTURAL COMPETENCE CONTINUUM

- Cultural Destructiveness
- Cultural Incapacity
- Cultural Blindness
- Cultural Pre-competence
- Cultural Competence
- Cultural Proficiency
CULTURAL COMPETENCE IS NOT AN ENDPOINT.

IT'S A PROCESS.
CULTURAL DIFFERENCES

- Personal Space
- Eye Contact
- Speaking Volume
- Touching
- Time Notion
CULTURAL DIFFERENCES / AUTISM

- Personal Space ✓
- Eye Contact ✓
- Speaking Volume ✓
- Touching ✓
- Time Notion ✓
“Snowballs? I thought we were discussing coconuts.”
In some countries, it's rude to:

- Smile
- Make eye-contact
- Give a thumbs-up
- Bring white flowers to someone's house
- Wear black and white clothes together
Can we remember all the cultural details?

All the terms to use?
All the terms to avoid?
Where you make contact?
One kiss on the cheek or two?

Millions of questions!
CULTURAL COMPETENCE MINDSET

WHEN YOU

THINK YOU KNOW EVERYTHING

I know everything!
CULTURAL HUMILITY MINDSET

All I know is that I know nothing
~ Socrates ~

I want to learn!
SUSTAINABILITY

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THEIR PRIORITIES

OUR PRIORITIES

SKILLCORPS TRAINING

SUSTAINABLE
Essential: Data is collected
Preferable: Frequency data
Preferable to me: Use a tally counter
What are the preferred pronouns for parents/children? (she/him/they/we/other)
What are the holidays your family celebrates? (include internationally celebrated holidays and then other)
What are your family customs?
How does your family make decisions? (logic, spirit, intuition, finances, etc.)
Should I keep my shoes on or off when coming into the house? (yes/no/it depends)
Is there a day of the week that your family does not participate in work?
DIVERSITY EVALUATION

- Do I show diversity in my printed and branding materials?
- Do I show the diversity and cultural considerations on my websites?
- Does my staff receive cultural humility training?
- How do I show diversity at every level of organization?
EVERY FAMILY IS A UNIQUE CULTURE
FOLLOW THEIR LEAD
BE HUMAN
QUESTIONS OR THOUGHTS?
Thank you for your time!

For more information, please contact:

Molly Ola Pinney
Founder/ CEO
Email: mpinney@globalautismproject.org
Phone Number: 718-764-8225

www.globalautismproject.org