**Cultural Competence Self-Assessment Checklist**

This self-assessment tool is designed to explore individual cultural competence. Its purpose is to help you to consider your skills, knowledge, and awareness of yourself in your interactions with others. Its goal is to assist you to recognize what you can do to become more effective in working and living in a diverse environment.

The term ‘culture’ includes not only culture related to race, ethnicity and ancestry, but also the culture (e.g. beliefs, common experiences and ways of being in the world) shared by people with characteristics in common.

*This is simply a tool. This is not a test.* The rating scale is there to help you identify areas of strength and areas that need further development in order to help you reach your goal of cultural competence.

Remember that cultural competence is a process, and that learning occurs over a lifetime. You will not be asked to show anyone your answers unless you choose to do so.

While you complete this assessment, stay in touch with your emotions and remind yourself that learning is a journey!

**DIRECTIONS:**

Read each question in the **Awareness,** **Knowledge** and **Skills** sections.

Place a check mark in the appropriate column that follows.

At the end of each section, add up the number of times you have checked that column.

**Use the following scale to rate yourself for each question:**

**Never - 1**

**Sometimes/Occasionally - 2**

**Fairly Often/Pretty well - 3**

**Always/Very Well - 4**

*The more points you have, the more culturally competent you are becoming!*

**AWARENESS**

Never - 1 | Sometimes/Occasionally – 2 | Fairly Often/Pretty well – 3 | Always/Very Well - 4

|  |  |
| --- | --- |
| I view human difference as positive and a cause for celebration |  |
| I have a clear sense of my own ethnic, cultural and racial identity |  |
| I am aware that in order to learn more about others I need to understand and be prepared to share my own culture |  |
| I am aware of my discomfort when I encounter differences in race, color,  religion, sexual orientation, language, and ethnicity. |  |
| I am aware of the assumptions that I carry about people of cultures  different from my own. |  |
| I am aware of my stereotypes as they arise and have developed personal  strategies for reducing the harm they cause. |  |
| I am aware of how my cultural perspective influences my judgement about  what are ‘appropriate’, ‘normal’, or ‘better’ behaviors, values, and  communication styles. |  |
| I accept that in cross-cultural situations there can be uncertainty and that  can make me anxious. It can also mean that I do not respond quickly and  take the time needed to get more information. |  |
| I take any opportunity to put myself in places where I can learn about  difference and create relationships. |  |
| If I am a White person working with a Person of Color, I understand that I  will likely be perceived as a person with power and racial privilege, and that  I may not be seen as ‘unbiased’ or as an ally. |  |
| I’m aware of the impact of the social context on the lives of culturally  diverse population, and how power, privilege and social oppression  influence their lives. |  |
| I display pictures, posters, artwork and other decor that reflect the cultures  and ethnic backgrounds of my church community. |  |
| I display pictures, posters, artwork and other decor that reflect the cultures  and ethnic backgrounds of my surrounding neighborhood. |  |
| I ensure that magazines, brochures and other printed materials in reception  areas are of interest to and reflect the different cultures of individuals and  families served. |  |
| I ensure that magazines, brochures and other printed materials in reception  areas are of interest to and reflect the different cultures of my surrounding  neighborhood. |  |
| When using videos, films or other media resources for leadership  development, ministries or trainings, I ensure that they reflect the cultures  and ethnic background of individuals and families served. |  |
| I ensure that printed information disseminated by my agency or program  takes into account the average literacy levels of individuals and families  receiving services. |  |

**KNOWLEDGE**

Never - 1 | Sometimes/Occasionally – 2 | Fairly Often/Pretty well – 3 | Always/Very Well - 4

|  |  |
| --- | --- |
| I will make mistakes and will learn from them |  |
| I recognize that my knowledge of certain cultural groups is limited and  create opportunities to learn more |  |
| I know that differences in color, culture, ethnicity etc. are important parts of  an individual’s identity which they value and so do I. I do not hide behind  the claim of “color blindness” |  |
| I recognize that cultures change over time and can vary from person to  person, as does attachment to culture |  |
| I recognize that achieving cultural competence involves a commitment to  learning over a life-time |  |
| I recognize that stereotypical attitudes and discriminatory actions can  dehumanize, even encourage violence against individuals because of their  membership in groups which are different from myself |  |
| I continue to develop my capacity for assessing areas where there are  gaps in my knowledge |  |
| I recognize that people have intersecting multiple identities drawn from  race, sex, religion, ethnicity, etc. and the importance of each of these  identities vary from person to person |  |
| I’m aware that everyone has a “culture” and my own “culture” should not be  regarded as a point of reference to assess which behavior is appropriate or  inappropriate |  |
| When interacting with individuals and families who have limited English  proficiency, I keep in mind that their limited ability to speak the language of  the dominant culture has no bearing on their ability to communicate  effectively in their primary language. |  |
| I use culturally competent interpreters for levels of assistance if I feel I  cannot communicate sufficiently with someone whose language is not my  own. |  |
| When possible, I ensure that all communications to individuals and families  are presented in their language of origin. |  |
| I understand the meaning and value behind other cultural traditions and  celebrations outside of my own in my surrounding neighborhood. |  |

**SKILLS & ATTITUDES**

Never - 1 | Sometimes/Occasionally – 2 | Fairly Often/Pretty well – 3 | Always/Very Well - 4

|  |  |
| --- | --- |
| I am developing ways to interact respectfully and effectively with different  individuals and groups |  |
| I can effectively intervene when I observe others behaving in racist and/or  discriminatory manner. |  |
| I am able to adapt my communication style to effectively communicate with  people who communicate in ways that are different from my own cultural  norms |  |
| I seek out people who challenge me to maintain and increase the  cross-cultural skills I have. |  |
| I am actively involved in initiatives, small or big, that promote understanding  among members of diverse groups. |  |
| I am learning about and put into practice the specific cultural protocols and  practices which are necessary for my work. |  |
| People that I know who come from non-dominate cultures consider me an  ally and know that I will support them with culturally appropriate ways. |  |
| I work hard to understand the perspectives of others and consult with  diverse colleagues about culturally respectful and appropriate courses of  action. |  |
| I know and use a variety of relationship building skills to create connections  with people who are different from me. |  |
| I can recognize my own cultural biases in a given situation and I’m aware  not to act out based on my biases |  |
| I’m aware of within-group differences and I would not generalize a specific  behavior presented by an individual to the entire cultural community. |  |
| I avoid imposing values that may conflict or be inconsistent with those of  cultures or ethnic groups other than my own. |  |
| I intervene in an appropriate manner when I observe other staff or  parishioners within my community engaging in behaviors that show cultural  insensitivity, racial biases and prejudice. |  |
| I avail myself to professional development and training to enhance my  knowledge and skills that help support culturally, ethnically, racially, and  linguistically diverse groups. |  |

**Cultural Competency Post Self-Assessment Worksheet**

**Instructions:** Fill out then come prepared to share with the group.

**After exploring my own cultural competence through the lens of Awareness, Knowledge and Skills and Attitudes:**

I noticed…

I wonder…

Two areas I’m doing well…

Two areas I’d like to improve…

What are two specific things I could do to help lead me grow in these areas of improvement?

How can I or someone else help hold me accountable to these areas of growth?