**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 culturesdifferent from my own. |  |
| I am aware of my stereotypes as they arise and have developed personalstrategies for reducing the harm they cause. |  |
| I am aware of how my cultural perspective influences my judgement aboutwhat are ‘appropriate’, ‘normal’, or ‘better’ behaviors, values, andcommunication styles. |  |
| I accept that in cross-cultural situations there can be uncertainty and thatcan make me anxious. It can also mean that I do not respond quickly andtake the time needed to get more information. |  |
| I take any opportunity to put myself in places where I can learn aboutdifference and create relationships. |  |
| If I am a White person working with a Person of Color, I understand that Iwill likely be perceived as a person with power and racial privilege, and thatI may not be seen as ‘unbiased’ or as an ally. |  |
| I’m aware of the impact of the social context on the lives of culturallydiverse population, and how power, privilege and social oppressioninfluence their lives. |  |
| I display pictures, posters, artwork and other decor that reflect the culturesand ethnic backgrounds of my church community. |  |
| I display pictures, posters, artwork and other decor that reflect the culturesand ethnic backgrounds of my surrounding neighborhood. |  |
| I ensure that magazines, brochures and other printed materials in receptionareas are of interest to and reflect the different cultures of individuals andfamilies served. |  |
| I ensure that magazines, brochures and other printed materials in receptionareas are of interest to and reflect the different cultures of my surroundingneighborhood. |  |
| When using videos, films or other media resources for leadershipdevelopment, ministries or trainings, I ensure that they reflect the culturesand ethnic background of individuals and families served. |  |
| I ensure that printed information disseminated by my agency or programtakes into account the average literacy levels of individuals and familiesreceiving 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 andcreate opportunities to learn more |  |
| I know that differences in color, culture, ethnicity etc. are important parts ofan individual’s identity which they value and so do I. I do not hide behindthe claim of “color blindness” |  |
| I recognize that cultures change over time and can vary from person toperson, as does attachment to culture |  |
| I recognize that achieving cultural competence involves a commitment tolearning over a life-time |  |
| I recognize that stereotypical attitudes and discriminatory actions candehumanize, even encourage violence against individuals because of theirmembership in groups which are different from myself |  |
| I continue to develop my capacity for assessing areas where there aregaps in my knowledge |  |
| I recognize that people have intersecting multiple identities drawn fromrace, sex, religion, ethnicity, etc. and the importance of each of theseidentities vary from person to person |  |
| I’m aware that everyone has a “culture” and my own “culture” should not beregarded as a point of reference to assess which behavior is appropriate orinappropriate |  |
| When interacting with individuals and families who have limited Englishproficiency, I keep in mind that their limited ability to speak the language ofthe dominant culture has no bearing on their ability to communicateeffectively in their primary language. |  |
| I use culturally competent interpreters for levels of assistance if I feel Icannot communicate sufficiently with someone whose language is not myown. |  |
| When possible, I ensure that all communications to individuals and familiesare presented in their language of origin. |  |
| I understand the meaning and value behind other cultural traditions andcelebrations 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 differentindividuals and groups |  |
| I can effectively intervene when I observe others behaving in racist and/ordiscriminatory manner. |  |
| I am able to adapt my communication style to effectively communicate withpeople who communicate in ways that are different from my own culturalnorms |  |
| I seek out people who challenge me to maintain and increase thecross-cultural skills I have. |  |
| I am actively involved in initiatives, small or big, that promote understandingamong members of diverse groups. |  |
| I am learning about and put into practice the specific cultural protocols andpractices which are necessary for my work. |  |
| People that I know who come from non-dominate cultures consider me anally and know that I will support them with culturally appropriate ways. |  |
| I work hard to understand the perspectives of others and consult withdiverse colleagues about culturally respectful and appropriate courses ofaction. |  |
| I know and use a variety of relationship building skills to create connectionswith people who are different from me. |  |
| I can recognize my own cultural biases in a given situation and I’m awarenot to act out based on my biases |  |
| I’m aware of within-group differences and I would not generalize a specificbehavior presented by an individual to the entire cultural community. |  |
| I avoid imposing values that may conflict or be inconsistent with those ofcultures or ethnic groups other than my own. |  |
| I intervene in an appropriate manner when I observe other staff orparishioners within my community engaging in behaviors that show culturalinsensitivity, racial biases and prejudice. |  |
| I avail myself to professional development and training to enhance myknowledge and skills that help support culturally, ethnically, racially, andlinguistically 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?