

## CULTURAL COMPETENCY SELF-ASSESSMENT FOR PUBLIC INTEREST LEADERS

### PART ONE

For each of the following, please indicate the extent of your own (individual) understanding and practice in relation to your work. Check the response you believe is most accurate in your experience to date and at present. (On these questions, do not focus on your aspirations or what you believe the standard should be, but rather an honest snapshot of where you are on a continuum up to the present).

For purposes of this assessment, consider culture in a broad sense, with race or ethnicity as central and interconnected with other aspects of culture that may create a very different dynamic (such as history, geographic background, communication style, gender roles, value systems).

At the end of Part One and each part, please total the number of entries in each column.

	1 (Not At All)	2 (Minimally)	3 (Somewhat)	4 (Moderately)	5 (A Great Deal)
1. I understand that cultural identity covers a wide range of life experiences and characteristics.					
2. I can readily name significant aspects of my own cultural identity.					
3. I consider how my own cultural identity and background may influence the way that I work in providing services.					
4. I consider how my own cultural identity and background may influence the way that I give and receive feedback.					
5. I check my assumptions about others who are culturally different.					
	1	2	3	4	5

	(Not At All)	(Minimally)	(Somewhat)	(Moderately)	(A Great Deal)
6. I consider how intercultural dynamics may be involved in work relationships internally (with co-workers).					
7. I consider how intercultural dynamics may be involved in work relationships externally (with people seeking service, people in other agencies, the larger system statewide or beyond).					
8. I examine both the assets and needs of the people with whom I am working with consideration of cultural background.					
9. I intentionally identify and address issues relevant to the cultural base(s) of people with whom I am working.					
10. I strategically and deliberately address intercultural dynamics to build cultural competency of the staff as a work unit.					
11. I strategically and deliberately address intercultural dynamics to build cultural competency of the staff as a whole.					
12. I strategically and deliberately address individual behaviors to demonstrate and build cultural competency as a part of staff supervision.					
	1	2	3	4	5

	(Not At All)	(Minimally)	(Somewhat)	(Moderately)	(A Great Deal)
13. I strategically and deliberately address institutional practices to acknowledge and build cultural competency in the organization (decision-making, evaluations).					
14. I intentionally recruit, retain, and develop staff to ensure an understanding of cultural difference that informs the quality of service delivery.					
15. I review and generate materials and service delivery techniques to ensure sensitivity and effectiveness across different cultural backgrounds.					
16. I pay attention to how my own assumptions and racial, ethnic, and cultural background could affect my interactions with people.					
17. I avoid jargon or slang when I am around those who don't understand that cultural jargon or slang.					
18. When experiencing frustration or sensing conflict in a cross-cultural situation, I ask myself, "What may be going on here that is beneath the surface?"					

	1 (Not At All)	2 (Minimally)	3 (Somewhat)	4 (Moderately)	5 (A Great Deal)
19. I develop friendships or associations with people who are different from me in age, gender, race, physical abilities, economic status, sexual orientation and education					
20. I avoid judging people on their language use (fluency, style, grammar).					
<b>A. Total Responses in Each Column</b>					
<b>B. Multiply by Column Value</b>	x1	x2	x3	x4	x5
<b>C. TOTALS:</b>					
<b>D. TOTAL THIS SECTION (Add totals in line C)</b>					

## PART TWO

Please indicate the extent to which you would realistically describe yourself as having the following awarenesses or perspectives in relation to your work.

	1 (Not At All)	2 (Minimally)	3 (Somewhat)	4 (Moderately)	5 (A Great Deal)
21. I have an awareness of different levels (disparities) in the resources and outcomes of different cultural groups in the community served.					
22. I have an awareness of how approaches to expressing need and receiving services, may differ based on cultural background.					

	1 (Not At All)	2 (Minimally)	3 (Somewhat)	4 (Moderately)	5 (A Great Deal)
23. I am aware of how cultural identity can influence dynamics at different levels – individual, interpersonal, organizational, community-wide, systemic.					
24. I keep a curiosity and openness about how adjusting my practices can build cultural competency and improve effectiveness.					
25. I have a commitment to not making remarks or asking questions that are “hot buttons” for men, people of color, LGBT, or other groups.					
26. I recognize I am a product of my own upbringing, and my way is not the only (or best) way.					
27. I realize others may stereotype me and I try to provide an invitation for others to overcome incorrect assumptions they make about me.					
28. I try to understand my own prejudices and consciously work to know and question my assumptions about people.					
29. I ask for clarification when I don't understand what someone is saying.					
30. I recognize my personal and cultural values and know which values I am able to compromise without losing my integrity.					
<b>A. Total Responses in Each Column</b>					
<b>B. Multiply by Column Value</b>	x1	x2	x3	x4	x5
<b>C. TOTALS:</b>					
<b>D. TOTAL THIS SECTION (Add totals in line C)</b>					

## PART THREE

Regarding the cultural dimensions of the work – including management style, understanding of staff, self-monitoring – indicate the extent of your engagement in learning events and experiences to build proficiency.

	1 (Not At All)	2 (To Minimal Extent)	3 (To Moderate Extent)	4 (To Great Extent)	5 (To Maximum Extent)	0 (Not Applicable)
31. Continuing education or workshops/conferences, which may include employer sponsored training						
32. On-the-job experiences* <i>*(where you were taking the initiative to address diversity directly in the work)</i>						
33. Living in diverse communities						
34. Spending time, recreation in diverse communities						
35. Domestic/international travels						
36. Developing (beginning or deepening) friendships or professional alliances outside of main workplace						
37. Engaging in a formal self-assessment						
38. Working with a coach						
39. Having and consulting a mentor						
40. Personal reading and reflection						
<b>A. Total Responses in Each Column</b>						
<b>B. Multiply by Column Value</b>	x1	x2	x3	x4	x5	x0
<b>C. TOTALS:</b>						
<b>D. TOTAL THIS SECTION (add totals on line C)</b>						

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## SCORING

	<b>Beginning</b>	<b>Emerging</b>	<b>Proficient</b>	<b>Exceptional</b>
<b>PART ONE</b>	<b>0 – 24 points</b>	<b>25 – 49 points</b>	<b>50 – 79 points</b>	<b>80 – 100 points</b>
<b>PART TWO</b>	<b>0 – 12 points</b>	<b>12 – 24 points</b>	<b>25 – 39 points</b>	<b>40 – 50 points</b>
<b>PART THREE</b>	<b>0 – 12 points</b>	<b>12 – 24 points</b>	<b>25 – 39 points</b>	<b>40 – 50 points</b>
<b>Total</b>	<b>Up to 48 points</b>	<b>Up to 97 points</b>	<b>Up to 153 points</b>	<b>Up to 200 points</b>

*Part One:*

Questions 1 through 20      20 x 5 = 100 possible points

*Part Two:*

Questions 21 through 30      10 x 5 = 50 possible points

*Part Three:*

Questions 31 through 40      10 x 5 = 45 possible points

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*This assessment instrument was developed for Maryland Nonprofits by Brigette Rouson in consultation with Heather Iliff, and draws from numerous sources including evaluation research that Alliance for Nonprofit Management commissioned from Community Science; other work by Alliance teams for Cultural Competency Initiative publications (such as Embracing Cultural Competency, Fieldstone Alliance 2009) and trainings; a “Cultural Diversity Self-Assessment” (author/date unknown); and approaches by National Center for Cultural Competence in tools such as its “Health Practitioner Self-Assessment.” Thanks and acknowledgement to these sources.*