

## Toolkit 2 - Learning Unit 4 Post intervention

### Activity 5b Cultural competence



Education

Based on the cultural assessment, identify goals for enhancing the cultural competence of your organization. For each goal (see potential goals below) indicate what "success" would look like if the goal were attained:

- Proclaiming Your Dream: Developing Vision and Mission Statements
- Increase people's involvement and comfort with those from different cultures and backgrounds.
- Enhance the respect people show for others who are different.
- Increase members' effectiveness in working with people from different cultures and backgrounds.
- Increase links to networks of people and groups from different cultures and backgrounds.
- Develop and enforce policies that ensure everyone's safety and rights regardless of cultural aspect or background.

For each stated goal at the individual level identify specific activities that will be done to achieve success. These may include:

- Putting yourself and others in situations where you will meet people from other cultures and backgrounds.
- Examining your biases about people from other cultures (e.g., listing stereotypes and opinions you have of groups and the origins of those biases).
- Asking people questions about their cultures, customs and views, and comparing them to your own.
- Reading about other people's cultures and histories.
- Listening to people tell their stories to better appreciate their experiences.

For each stated goal at the organizational level identify specific activities that will be done to achieve success. Activities may include:

- Including expectations for cultural competence in job descriptions.





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- Ensuring your organizational facility is accessible and respectful of differences in its physical appearance, lay-out, decorations, and location.
- Engaging local people and other experts to teach and model cultural competence.
- Working together with people of other cultures in your community to reach common goals.
- Actively eliminating prejudice and discrimination in policies and practices

For each stated goal at the program level, identify specific activities that will be done to achieve success. Activities may include:

- Reviewing how the organization's programs, policies, and practices incorporate and accommodate local values and customs.
- Modifying current programs or interventions to better reflect the local customs and values of those affected by the organization's actions.
- Redesigning proposed activities with the assistance of people from multiple cultures in order to assure their relevance and increase their effectiveness.

For each activity aimed at reaching goals at the organizational and program level, indicate:

- Who will complete the activity
- What will they do
- By when
- With what resources
- In communication with whom

What adjustments might improve your success?

Resource: [ctb.ku.edu](http://ctb.ku.edu)



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