Cultural Competency & Organizational Assessments

DEIA (Diversity, Equity, Inclusion, and Access) Self-Assessment*

This 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. 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, such as people with disabilities, people who are lesbian bisexual, gay, and transgender (LGBT), members of faith and spiritual communities, people of various socio-economic classes, etc. In this tool, we are focusing on race, ethnicity, and ancestry. However, remember that much of the awareness, knowledge, and skills which you have gained from past relationships with people who are different from you are transferable and can help you in your future relationships across difference.

Directions

Please answer honestly and to the best of your ability. The rating scale used in this assessment will help you identify areas of strength and areas that need further development in. This is simply a tool, not a test. You will not be asked to show anyone your answers unless you choose to do so. Follow these directors to get started:

- Read each entry in the Awareness, Knowledge and Skills sections
- Place a checkmark in the appropriate column which follows
- At the end of each section, add up the number of times you have checked that
- column
- Multiply the number of times you have checked **"Never"** by 1, **"Sometimes/Occasionally"** by 2, **"Fairly Often/Pretty well"** by 3 and **"Always/Very Well"** by 4

The more points you have, the more culturally competent you are becoming. Remember: cultural competence is a process and learning occurs on a continuum and over a lifetime. While you complete this assessment, stay in touch with your emotions and remind yourself that learning is a journey.

*This assessment was created by Refugee Assistance Program Workers. Minor changes were made to fit SE Uplift's context.

Awareness		Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ very well
Value Diversity	I view human difference as positive and a cause for celebration				
Know myself	I have a clear sense of my own ethnic, cultural and racial identity				
Share my culture	I am aware that in order to learn more about others I need to understand and be prepared to share my own culture				
Be aware of areas of discomfort	I am aware of my discomfort when I encounter differences in race, colour, religion, sexual orientation, language, and ethnicity				
Check my assumptions	I am aware of the assumptions that I hold about people of cultures different from my own				
Challenge my stereotypes	I am aware of my stereotypes as they arise and have developed personal strategies for reducing the harm they cause				
Reflect on how my culture informs my judgement	I am aware of how my cultural perspective influences my judgement about what are 'appropriate', 'normal', or 'superior' behaviours, values, and communication styles				
Accept ambiguity	I accept that in cross cultural situations there can be uncertainty and that uncertainty can make me anxious. It can also mean that I do not respond quickly and take the time needed to get more information				
Be curious	I take any opportunity to put myself in places where I can learn about difference and create relationships				
Aware of my privilege if I am white	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				
Aware of social justice issues	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				
		1 pt x	2 pt x	3 pt x	4 pt x

Knowledge					
Gain from my mistakes	I will make mistakes and will learn from them				
Assess the limits of my knowledge	I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more				
Ask questions	I will really listen to the answers before asking another question				
Acknowledge the importance of difference	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 will not hide behind the claim of "color blindness"				
Know the historical experiences of non-European Americans	I am knowledgeable about the history of racism and exclusion towards people of non-European heritage in America				
Understand the influence culture can have	I recognize that cultures change over time and can vary from person to person, as does attachment to culture				
Commit to life-long learning	I recognize that achieving cultural competence involves a commitment to learning over a life-time				
Understand the impact of racism, sexism, homophobia ...	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				
Know my own family history	I know my family's story of immigration to America/the impact of colonization on my family's story				
Know my limitations	I continue to develop my capacity for assessing areas where there are gaps in my knowledge				
Awareness of multiple social identities	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				

Knowledge					
Inter-cultural and intracultural differences	I acknowledge both inter-cultural and intracultural differences				
Point of reference to assess appropriate behaviour	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				
		1 pt x	2 pt x	3 pt x	4 pt x

Skills					
Adapt to different situations	I am developing ways to interact respectfully and effectively with individuals and groups				
Challenge discriminatory and/or racist behaviour	I can effectively intervene when I observe others behaving in racist and/or discriminatory manner				
Communicate across cultures	I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own				
Seek out situations to expand my skills	I seek out people who challenge me to maintain and increase the cross-cultural skills I have				
Become engaged	I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups				
Act respectfully in cross-cultural situations	I can act in ways that demonstrate respect for the culture and beliefs of others				
Practice cultural protocols	I am learning about and put into practice the specific cultural protocols and practices which necessary for my work				
Act as an ally	My colleagues who are Indigenous, Black, or people of color consider me an ally and know that I will support them in appropriate ways				
Be flexible	I work hard to understand the perspectives of others and consult with my diverse colleagues about culturally respectful and appropriate courses of action				
Be adaptive	I know and use a variety of relationship building skills to create connections with people who are different from me				
Recognize my own cultural biases	I can recognize my own cultural biases in a given situation and I'm aware not to act out based on my biases				
Be aware of within-group differences	I'm aware of within-group differences and I would not generalize a specific behavior presented by an individual to the entire cultural community				
		1 pt x	2 pt x	3 pt x	4 pt x

Standards for Excellence Institute

Diversity, Equity, and Inclusion (DEI) Assessment for Board of Directors

Please rate the following statements by checking the response that most closely matches your status.

Strategy						
	Strongly Agree	**Neutral**	**Agree**	**Strongly Disagree**	**Don't Know**	**N/A**
1. A high level of diversity, equity and inclusion (DEI) is important to our organization achieving its mission.						
2. Our organizational mission, vision and/or values demonstrate a commitment to DEI.						
3. Our organization's strategic plan includes goals or objectives related to strengthening our DEI practices.						
Diversity						
4. We can describe the demographics of the constituency we serve or the demographics of the region where we operate.						
5. Our board includes people with disabilities, different racial and cultural backgrounds, gender balance and diversity of age groups.						
6. Our board provides training, mentoring and partnership to support the participation of board members from diverse backgrounds.						
7. Our board encourages board and staff to discuss sensitive topics at work such as the impact of racism, sexism, xenophobia and societal tensions.						