

## Cultural Competence Self-Assessment

This self-assessment was adapted from the Refugee Assistance Program, part of the Center for Research & Education on Violence Against Women & Children. The original assessment was developed by the [Central Vancouver Island Multicultural Society \(http://rapworkers.com/wp-content/uploads/2017/08/cultural-competence-selfassessment-checklist-1.pdf\)](http://rapworkers.com/wp-content/uploads/2017/08/cultural-competence-selfassessment-checklist-1.pdf).

The purpose of this assessment is to help you identify your cultural competence; there is no “target score,” only identified areas of growth that you determine. If you are taking this course with a team, complete the self-assessment alone and reflect together about items you feel comfortable discussing. If you are guiding a team through this course, do not ask participants to submit their cultural competence self-assessment to you.

### Introduction

This cultural competence self-assessment is designed to explore individual cultural competence. Its purpose is to help you consider your skills, knowledge, and self-awareness 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, such as people with disabilities; people who are lesbian, gay, bisexual, or transgender; members of faith and spiritual communities; people of various socioeconomic classes; and so forth.

Much of the awareness and knowledge and the many skills that we have gained from past relationships and interactions with others have established implicit biases within us that can either inform or inhibit our work in diverse communities and workforce development systems. You will learn more about the forms of bias in Unit 4.

### Instructions

Read each entry in the Awareness, Knowledge, and Skills sections that follow, and place a check mark in the appropriate column.

This assessment is for your individual use—you do not need to share it with anyone else. Use your responses to identify areas of strength and weakness. Consider using this assessment as a benchmark. Save your responses and compare them with updated assessments you take after



learning more and practicing diversity, equity, and inclusion strategies. Remember that cultural competence is a process and that learning occurs on a continuum and over a lifetime. You will not be asked to show anyone your answers, but you can choose to do so. While you complete this assessment, stay in touch with your emotions and remind yourself that learning is a journey.

## Self-Assessment

### Awareness

Awareness	Statement	Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
Value diversity	I view difference as positive and a reason to celebrate.				
Know myself	I have a clear sense of my own ethnic, cultural, and racial identity.				
Share my culture	I am aware that 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, color, 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 “admirable” behaviors, values, and communication styles.				
Accept ambiguity	I accept that in cross-cultural situations there can be uncertainty and that can cause uneasiness. I take the time needed to get more information in cross-cultural situations.				
Be curious	I take any opportunity to put myself in places where I can learn about difference and create relationships.				



## Knowledge

Knowledge	Statement	Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
Gain from my mistakes	I make mistakes and learn from them.				
Assess the limits of my knowledge	I recognize that my knowledge of certain cultural groups is limited and will commit to creating opportunities to learn more.				
Ask questions	I really listen to the answers before asking another question.				
Acknowledge the importance of difference	If I am working with a person of a different culture, ethnicity, and so on, I understand that I may be perceived as a person with different degrees of power or privilege and that I may not be seen as “unbiased” or as an ally.				
Know the historical experiences of non-European Americans	I am knowledgeable about historical incidents in America’s past that demonstrate racism and exclusion toward Americans of non-European heritage.				
Understand the influence that culture can have	I recognize that cultures change over time and can vary from person to person, as does attachment to culture.				
Commit to lifelong learning	I recognize that achieving cultural competence involves a commitment to learning over a lifetime.				
Understand the impact of racism, sexism, homophobia, and so on	I recognize that stereotypical attitudes and discriminatory actions can dehumanize and even encourage violence against individuals because of their membership in groups that are different from myself.				
Know my own family history	I know my family’s story of immigration and assimilation into America.				
Know my limitations	I continue to develop my capacity for assessing areas where there are gaps in my knowledge of other cultures.				
Be aware of multiple social identities	I recognize that people have intersecting multiple identities drawn from race, gender, ethnicity, religion, socioeconomic status, and so on, and that the importance of each of these identities varies from person to person.				



## Skills

Skill	Statement	Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
Adapt to different situations	I am developing ways to interact respectfully and effectively with individuals and groups.				
Challenge discriminatory behavior	I can effectively intervene when I observe others behaving in a discriminatory manner.				
Communicate across cultures	I can adapt my communication style to effectively interact with people who speak 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 that I have.				
Become engaged	I am actively involved in initiatives, big or small, that promote understanding among members of diverse groups.				
Act respectfully in cross-cultural situations	I act in ways that demonstrate respect for the cultures and beliefs of others.				
Practice cultural protocols	I am learning about and putting into practice the specific policies and procedures related to culture that are necessary for my work.				
Act as an ally	My colleagues who are of a different ethnicity than I am consider me to be an ally and know that I will support them in culturally 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.				