

## How Culturally Proficient Am I?

Becoming culturally proficient is an on-going process. One of the tools of Cultural Proficiency is its *Essential Elements*. The *Essential Elements* of Cultural Proficiency consist of five behavior standards that measure, plan for, and facilitate a culturally proficient mindset. The following exercise will help you assess how culturally proficient you are individually and/or organizationally. The questions asked provide a baseline of information and will assist you in determining where to start your conversation about becoming culturally proficient. Be candid in your responses. The assessment is approximately 20 minutes.

Indicate the numbers that best reflect your responses to the questions:

Rarely = 1 Seldom = 2 Sometimes = 3 Often = 4 Usually = 5

### Assess Culture: Name the Differences

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. I am aware of my own cultural identities.  | 1 | 2 | 3 | 4 | 5 |
| 2. I am comfortable talking about my cultural identity related to race and/or ethnicity.  | 1 | 2 | 3 | 4 | 5 |
| 3. I am comfortable receiving guidance from someone culturally different (e.g. gender, age, race, class, etc.) than myself.                 | 1 | 2 | 3 | 4 | 5 |
| 4. I know the effect my cultural values may have on the people in my work and/or worship setting.   | 1 | 2 | 3 | 4 | 5 |
| 5. I seek to learn about the cultures of the people I work and/or worship with, or serve.   | 1 | 2 | 3 | 4 | 5 |
| 6. I anticipate how members, employees, and related institutions of the PC(USA) will interact with, conflict with, and enhance one another. | 1 | 2 | 3 | 4 | 5 |

### Value Diversity: Claim Your Differences

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|---|---|---|---|---|---|
| 7. I welcome a diverse group of colleagues in the work setting. | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 8. I create opportunities at church and/or work for us to be more diverse and more inclusive.  | 1 | 2 | 3 | 4 | 5 |
| 9. I appreciate both the challenges and opportunities that diversity brings.   | 1 | 2 | 3 | 4 | 5 |
| 10. I share my appreciation of diversity with others.  | 1 | 2 | 3 | 4 | 5 |
| 11. I make a conscious effort to teach the cultural expectations of my organization or department to those who are new or who may be unfamiliar with the organization's culture. | 1 | 2 | 3 | 4 | 5 |
| 12. I proactively seek to interact with people from diverse backgrounds in my personal and professional life.  | 1 | 2 | 3 | 4 | 5 |

**Manage the Dynamics of Difference: Reframe the Conflicts Caused by Differences**

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 13. I recognize conflict is a part of life.   | 1 | 2 | 3 | 4 | 5 |
| 14. I work to develop skills to manage conflict in a positive way.  |   |   |   |   |   |
| 15. I help my colleagues to understand that what appear to be clashes in personalities may in fact be conflicts in culture.         | 1 | 2 | 3 | 4 | 5 |
| 16. I help the people I serve to understand that what appear to be clashes in personalities may in fact be conflicts in personal or | 1 | 2 | 3 | 4 | 5 |

organizational culture.

17. I check myself to see if an assumption 1 2 3 4 5

I am making about a person or group  
is based on facts or upon stereotypes.

18. I accept that the more diverse our church 1 2 3 4 5

becomes, the more we will change and grow.

### **Adapts to Diversity: Change to Make a Difference**

19. I realize that once I embrace the principles 1 2 3 4 5

of Cultural Proficiency, I, too, must change.

20. I am committed to the continuous learning 1 2 3 4 5

that is necessary to address the issues caused  
by differences.

21. I seek to enhance the substance and structure 1 2 3 4 5

of the work I do so that it is informed by a  
culturally proficient lens.

22. I recognize the conferred or unsolicited 1 2 3 4 5

privileges I might enjoy because of my title  
gender, age, sexual orientation, physical  
ability, or ethnicity.

### **Institutionalize Cultural Knowledge: Teach About Differences**

23. I speak up if I notice that a policy or 1 2 3 4 5

practice unintentionally discriminates against  
or causes an unnecessary hardship for a  
particular group.

24. I take advantage of teachable moments to    1       2       3       4       5  
share cultural knowledge or to learn from  
my colleagues.

25. I take advantage of teachable moments to    1       2       3       4       5  
share cultural knowledge and learn from the  
people I serve.

\* This is an adaptation of the Cultural Competence Self Assessment in Lindsay, Nuri Robins, Terrell Cultural Proficiency A Manual for School Leaders.