

Cultural Competence Self-assessment Checklist

This self-assessment tool is designed to explore individual cultural competence. This tool allows us to obtain your input on the training series entitled “Culturally Relevant Programs for Probation” which will enable us to tailor this training series to fit your needs. This training supports the Enhanced Outcome-Based Supervision (EBOS) model by helping to enrich interactions with diverse populations. The checklist looks at your general skills, knowledge, and awareness pertaining to culture in the world around you—**not necessarily specific to your role in supervision**. It is important for us to understand your history and experiences pertaining to people with different cultural backgrounds so please answer these questions honestly—all responses are anonymous.

Please note the term ‘culture’ includes 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. It’s important to consider that many of the interpersonal skills you’ve developed during your lifetime through your interactions with people from differing cultural backgrounds are transferable and can be applied across various settings.

Directions: Read each entry and place a check mark in the appropriate column that best represents your opinion.

Awareness		Never	Sometimes/occasionally	Fairly Often/Pretty Well	Always/very well	Not Applicable
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 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, 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.					

Aware of racial privilege	I am aware that having “racial privilege” means one’s race does not create barriers to goal attainment or justice.					
	Those who are perceived as having racial privilege may also be perceived as having certain advantages and benefits when compared to those who are perceived as not having racial privilege.					
		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 recognize that my knowledge of certain cultural groups is limited and will commit to creating opportunities to learn more.				
Ask questions	I will <i>really</i> 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, etc. 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 towards Americans of non-European heritage (e.g. the Japanese internment, slavery, Jim Crow, Islamophobia...).				
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 and 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 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.				
		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 behavior	I can effectively intervene when I observe others behaving in a racist and/or discriminatory manner.				
Communicate across cultures	I am able to 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 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 culture and beliefs of others.				
Practice cultural protocols	I am learning about and put into practice the specific policies and procedures related to culture which 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.				
		1 pt x	2 pt x	3 pt x	4 pt x