

SELF-ASSESSMENT OF CULTURAL COMPETENCE

As a member of Oneida Comprehensive Health Division, the knowledge you have of yourself and others is important and reflected in the ways you communicate and interact. This assessment should assist you in reflecting on your level of cultural competency to increase and improve service delivery.

Rate yourself – Use rating scale from 1 (lowest) to 5 (highest)

1. I reflect on and examine my own cultural background, biases and prejudices related to race, ethnicity, gender, sexual orientation, disability, age, religion and other factors that may influence my behavior at work.

1 2 3 4 5

2. I look at my own attitudes and behaviors to determine how I am processing information and delivering services to diverse staff, clients and customers.

1 2 3 4 5

3. I educate myself about the culture and experience of other races/religions/ethnic groups/economic classes/sexual minorities/gender / and disability groups by attending classes, workshops, cultural events, reading, interacting, etc.

1 2 3 4 5

4. I intervene, in an appropriate manner, when I observe others engaging in behaviors that appear culturally insensitive or reflect prejudice.

1 2 3 4 5

5. I avoid stereotyping and generalizing about a person based on their group identity, gender, race, ethnicity, sexual orientation, age, disability, religion, and other diverse factors.

1 2 3 4 5

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6. I honestly believe that all staff, peers, and customers are capable of succeeding regardless of their race, ethnicity, gender, sexual orientation, age, disability, and religion.

1 2 3 4 5

7. I am open to changing my behavior/style from ways that are comfortable to me to ways that may be more helpful and better serve diverse staff, peers, and customers.

1 2 3 4 5

8. I am willing to initiate changes which will better serve staff, consumers, and other program participants from diverse cultures.

1 2 3 4 5

Self Awareness Rating

30 to 40 points:

You have given thought to and are actively involved in talking and addressing some of these issues.

16 to 29 points:

Your honesty with yourself is an asset. Think about the areas that you have not thought about before. What insights do they help you discover? Now try talking and addressing these insights with people who are different from you.

15 points or less:

Give yourself some time for introspection. You may find that it is easier to first talk this over with someone whose background is similar to yours. Without meaning to harm others, you may be unconsciously perpetuating culturally biased behaviors

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CULTURAL COMPETENCY: CHECKLIST FOR SUSTAINING MY LEARNING

Place a checkmark by the statements that reflect your intentions to learn more about and become more skilled at cultural competency.

____ 1. I will continue to expand my experiences and interactions with diverse individuals and groups.

Examples:

____ 2. I will access Oneida resources on cultural competency and diversity in order to expand and develop my knowledge and skills working with diverse individuals and groups.

Examples:

____ 3. I will continue to research and read about diverse cultural groups and their needs.

Examples:

____ 4. I will attend workshops, trainings, and lectures about diversity and cultural competency.

Examples:

____ 5. I will participate in a book club or study group related to diversity and cultural competency.

Examples:

____ 6. I will advocate for time in staff meetings for sustaining the learning on cultural competency.

Examples:

____ 7. I will maintain an open mind and a willingness to learn through all of my experiences with diverse individuals and groups.