**Cultural Competence Self-Assessment**

*(Adapted from the Greater Vancouver Island Multicultural Society Cultural Competence Self- Assessment Checklist.)*

This self-assessment 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. Its goal is to assist you to recognize what you can do to become more effective in working and living in a diverse environment.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Never/  Not At All  1 | Sometimes/ Occasionally  2 | Fairly Often/ Pretty Well  3 | Always/ Very Well  4 |
| I view human difference as positive and a cause for celebration. |  |  |  |  |
| I have a clear sense of my own ethnic, cultural and racial identity. |  |  |  |  |
| I am aware that in order to learn more about others, I need to understand and be prepared to share my own culture |  |  |  |  |
| I am aware of my discomfort when I encounter differences in race, color, religion, sexual orientation, language, and ethnicity. |  |  |  |  |
| I am aware of the assumptions that I hold about people of cultures different from my own. | page3image1669792 |  |  |  |
| I am aware of my stereotypes as they arise and have developed personal strategies for reducing the harm they cause. | page3image1675408 |  |  |  |
| I am aware of how my cultural perspective influences my judgement about what are ‘appropriate’, ‘normal’, or ‘superior’ behaviors, values, and communication styles. | page3image1679568 |  |  |  |
| I accept that in cross-cultural situations there can be uncertainty and that uncertainty can make me anxious. |  |  |  |  |
| I take any opportunity to put myself in places where I can learn about differences and create relationships. |  |  |  |  |
| I will make mistakes and will learn from them. |  |  |  |  |
| I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more. |  |  |  |  |
| I listen to the answers before asking another question. |  |  |  |  |
| 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 am knowledgeable about historical incidents in America’s past that demonstrate racism and exclusion towards Americans of non-European heritage. |  |  |  |  |
| I recognize that cultures change over time and can vary from person to person, as does attachment to culture. |  |  |  |  |
| I recognize that achieving cultural competence involves a commitment to learning over a life-time. |  |  |  |  |
| 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. |  |  |  |  |
| I know my family’s story of immigration and assimilation into America. |  |  |  |  |
| I continue to develop my capacity for assessing areas where there are gaps my knowledge. |  |  |  |  |
| I am developing ways to interact respectfully and effectively with individuals and groups. |  |  |  |  |
| I can effectively intervene when I observe others behaving in racist and/or discriminatory manner. |  |  |  |  |
| I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own. |  |  |  |  |
| I seek out people who challenge me to maintain and increase the cross-cultural skills I have. |  |  |  |  |
| I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups. |  |  |  |  |
| I can act in ways that demonstrate respect for the culture and beliefs of others. |  |  |  |  |
| I am learning about and put into practice the specific cultural protocols and practices which necessary for my work. |  |  |  |  |
| My colleagues who are immigrants or people of color consider me an ally and know that I will support them with culturally appropriate ways. |  |  |  |  |
| I work hard to understand the perspectives of others and consult with my diverse colleagues about culturally respectful and appropriate courses of action. |  |  |  |  |
| I know and use a variety of relationship building skills to create connections with people who are different from me. |  |  |  |  |
| **TOTALS** |  |  | 32 | 84 |

Add up the number of times you have checked that column. Multiple the number of times you have checked the columns by:

1 - Never/Not At All

2 - Sometimes/Occasionally

3 - Fairly Often/Pretty Well

4 - Always/Very Well

The more points you have, the more culturally competent you are becoming.

This is simply a tool. This is not a test. The rating scale is there to help you identify areas of strength and areas that need further development in order to help you reach your goal of cultural competence. Remember that cultural competence is a process, and that learning occurs on a continuum and over a life time. You will not be asked to show anyone your answers unless you choose to do so.