

# CULTURAL COMPETENCE SELF-ASSESSMENT CHECKLIST

This self-assessment tool is designed to help you explore your individual cultural competence. Its purpose is to help you consider your own skills, knowledge, and awareness in your interactions with others, and recognize what you can do to become more effective working and living in diverse environments.

The term “culture” includes not only 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, including, but not limited to: people who are Lesbian, Bisexual, Gay and Transgender (LGBT), people with disabilities, members of faith and spiritual communities, and people within various socio-economic classes. For this tool, the focus is primarily on race and ethnicity.

Read each entry in the **Awareness**, **Knowledge**, and **Skills** sections. Place a check mark in the appropriate column which follows. At the end of each section add up the number of times you have checked that column. Multiply the number of times you have checked “Never” by 1, “Sometimes/Occasionally” by 2, “Fairly Often/Pretty Well” by 3 and “Always/Very Well” by 4. 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 intended to help you identify areas of strength and opportunities for ongoing personal and professional development.

## Awareness

		Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
Value diversity	I view human difference as positive and a cause for celebration.				
Know myself	I have a clear sense of my own ethnic, cultural, and racial identity and how that is viewed by others with whom I differ.				
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, religion, sexual orientation, language, and/or 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 the stereotypes I hold 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 I deem to be 'appropriate', 'normal', or 'superior' behaviors, values, and communication styles.				
Accept ambiguity	I accept that in cross-cultural situations there can be uncertainty and that I might feel uncomfortable as a result. I accept that discomfort is part of my growth process				
Be curious	I intentionally make opportunities to put myself in places where I can learn about difference and establish diverse connections.				
Be aware of my privilege	If I am a white person working with members of BIPOC communities, I recognize that I have inherently benefited from racial privilege, and may not be seen as safe, 'unbiased,' or as an ally.				
Be aware of social justice issues	I'm aware of the impact of social context on the lives of culturally diverse populations, and how power, privilege, and social oppression influence their lives.				
		1 pt x	2 pt x	3 pt x	4 pt x

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## Knowledge

		Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
<b>Gain from my mistakes</b>	I make mistakes and choose to learn from them.				
<b>Assess the limits of my knowledge</b>	I recognize that my knowledge of certain cultural groups is limited. I make an ongoing commitment to learn more through the lens of cultural groups that differ from my own.				
<b>Ask questions</b>	I listen fully to answers and make the time to advance my knowledge from a variety of existing culturally diverse resources before asking additional questions. I do this so that I don't unduly burden members of marginalized communities with addressing gaps in my cultural knowledge.				
<b>Acknowledge the importance of difference</b>	I know that differences in race, culture, ethnicity etc. are important and valued parts of an individual's identity—I do not hide behind the claim of "color blindness."				
<b>Know the historical and current experiences of those I label as 'others'</b>	I am knowledgeable about historical incidents and current day practices that demonstrate racism and exclusion towards those I label as 'others.'				
<b>Understand the influence culture can have</b>	I recognize that cultures change over time and can vary from person to person, as does attachment to culture.				
<b>Commit to life-long learning</b>	I recognize that achieving cultural competence and cultural humility involves a commitment to learning over a lifetime. I consistently demonstrate my commitment to this process.				
<b>Understand the impact of racism, sexism, homophobia, and other prejudices</b>	I recognize that stereotypical attitudes and discriminatory actions can dehumanize, even encourage violence against individuals because of their membership in groups that are different from mine.				
<b>Know my own family history</b>	I know my family's story of immigration and assimilation.				
<b>Know my limitations</b>	I continue to develop my capacity for assessing areas where there are gaps in my knowledge.				

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## Knowledge continued

		Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
<b>Be aware of multiple social identities</b>	I recognize that people have intersecting multiple identities drawn from race, gender identity, sexual orientation, religion, ethnicity, etc., and the potential influence of each of these identities varies from person to person.				
<b>Acknowledge inter-cultural and intracultural differences</b>	I acknowledge both inter-cultural and intracultural differences.				
<b>Understand point of reference to assess appropriate behavior</b>	I'm aware that everyone has a "culture" and my own "culture" is not to be regarded as the singular or best point of reference to assess which behaviors are appropriate or inappropriate.				
		<b>1 pt x</b>	<b>2 pt x</b>	<b>3 pt x</b>	<b>4 pt x</b>

## Skills

		Never	Sometimes/ Occasionally	Fairly Often/ Pretty Well	Always/ Very Well
<b>Adapt to different situations</b>	I develop ways to interact respectfully and effectively with individuals and groups that may differ from me.				
<b>Challenge discriminatory and/or racist behavior</b>	I effectively and consistently intervene when I observe others behaving in a racist and/or discriminatory manner.				
<b>Communicate across cultures</b>	I adapt my communication style to effectively interact with people who communicate in ways that are different from my own.				
<b>Seek out situations to expand my skills</b>	I consistently seek out people who challenge me to increase my cross-cultural skills.				
<b>Become engaged</b>	I am actively involved in initiatives, small or big, that promote interaction and understanding among members of diverse groups.				
<b>Act respectfully in cross-cultural situations</b>	I consistently act in ways that demonstrate respect for the culture and beliefs of others.				
<b>Practice cultural protocols</b>	I learn about and put into practice the specific cultural protocols and practices that make me more effective in my work with diverse individuals and groups.				
<b>Act as an ally</b>	My colleagues who are Black, Asian, Latinx, and Indigenous consider me an ally and know that I will support them in culturally appropriate ways.				
<b>Be flexible</b>	I work hard to understand the perspectives of others and consult with diverse colleagues and diverse resources about culturally respectful and appropriate courses of action.				
<b>Be adaptive</b>	I know and use a variety of relationship building skills to create connections with people from whom I differ.				
<b>Recognize my own cultural biases</b>	I recognize my own cultural biases in a given situation and I'm aware not to act out based on my biases.				
<b>Be aware of within-group differences</b>	I'm aware of within-group differences and I do not generalize a specific behavior presented by an individual to the entire cultural community.				
		<b>1 pt x</b>	<b>2 pt x</b>	<b>3 pt x</b>	<b>4 pt x</b>

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