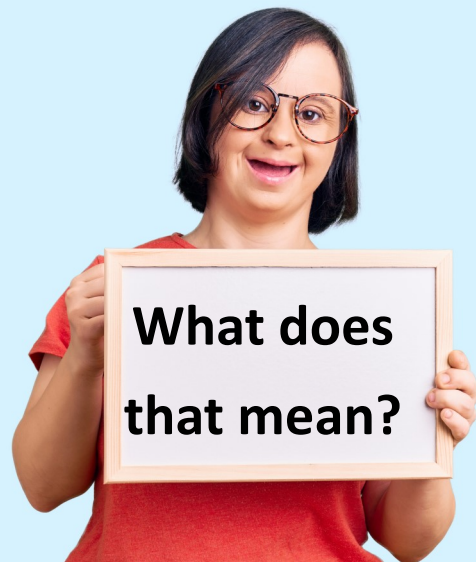






A Tool to Help Your Group Be More Culturally Competent



Cultural and linguistic competence are a set of skills. These skills help your group work effectively with people from any background and who speak any language.

Disability groups need to make sure that all people get the services and supports they need and want and reflect their culture. Answers to these questions can help groups to learn what they are doing well. They identify where they can do better to support people with disabilities from diverse groups. These questions are based on [a survey by the National Center for Cultural Competence](#), at Georgetown University. They are written in plain language. They were adapted to be used by self-advocacy groups and organizations.

Consider what your board, staff and members do and say when answering the questions. There are no right or wrong answers. Pick 1 answer for each question. Put an X on     It is important to know your opinion. Finally, put the name of your group on blank lines.

1. Our organization understands what the word culture means.

Culture means the way a group of people do things.

- What they believe, how they think.
- Their religion, music, or language.
- What is important to and for them?

People in your state are from a variety of cultural groups.

What is important to one person or group may not be important to another.

2. Our organization respects and welcomes people from all cultures.

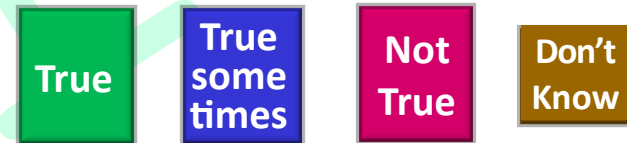
- 3. Often people have different ideas about what having a disability means. Our organization knows that where a person is born and where a person grows up can shape what they think a disability is.**

For example, people from Canada and people from Japan may have different ideas about what it means to have a disability.



- 4. Our organization knows that people have lots of different parts of who who they are. Race, gender, religion and more are all part of a person.**

For example, Jacob has an intellectual disability. He is also a gay, Black man who lives in a small town. Jacob is all these things at the same time.



- 5. Our organization knows that people are treated differently based on who they are and how they look.**

For example, if they are homeless or gay or are a woman or use a wheel chair, etc.



6. Our organization knows all of us have learned false ideas about people from diverse cultural groups.

True	True some times	Not True	Don't Know
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For example, we have heard hurtful and false comments about youth, disabled women, people of color, immigrants, people who are gay, and others.

7. When our organization is meeting, any false ideas about people, because of who they are or their culture, are pointed out. We work to learn the facts. We speak up to make sure we stick to the facts.

True	True some times	Not True	Don't Know
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8. Our organization speaks up when people are left out and do not get services and supports because of their race, culture, or religious beliefs.

True	True some times	Not True	Don't Know
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9. Discrimination is treating people badly because of who they are. Our group believes it is our responsibility to fight discrimination, racism, ableism, sexism and more.

True	True some times	Not True	Don't Know
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10. _____ clearly says we are committed to including people from all cultures in our mission statement and our handbook.

True	True some times	Not True	Don't Know
------	-----------------	----------	------------

11. _____ requires our board members show that they can work with people with diverse beliefs, and attitudes and who speak more languages than English.

True	True some times	Not True	Don't Know
------	-----------------	----------	------------

12. Many different people live in our state. For example, they are black and white, gay and straight, men and women, Christian and Muslim and much more. The diversity of the people who live in our state should reflect the diversity of people in my group.

• The diversity of our board is similar to the diversity of our state.

Yes	No	Don't Know
-----	----	------------

• The diversity of our staff is similar to the diversity of our state.

Yes	No	Don't Know
-----	----	------------

• The diversity of our partners is similar to the diversity of our state.

Yes	No	Don't Know
-----	----	------------

13. _____ provides training and coaching on being accepting to people from diverse groups to our:

Board Yes No Don't Know

Staff Yes No Don't Know

Allies Yes No Don't Know

Members Yes No Don't Know

14. _____ job descriptions and group agreements describe what people need to do to work with people from diverse cultures.

Yes No Don't Know

15. _____ believes in Nothing About Us Without Us. Our group advocates with people from diverse cultural groups to end discrimination.

True True some times Not True Don't Know

16. _____ connects with people with disabilities across cultural groups living in our state. Our organization wants to know what is working well for them and what is a problem for them.

True True some times Not True Don't Know

17. Our group supports people from different cultures to learn about self-advocacy. We make sure our groups and programs are respectful and accepting of all self-advocates.

True	True some times	Not True	Don't Know
------	-----------------	----------	------------

18. When planning an event, _____ asks people from diverse cultures about their interests and needs. _____ events include issues that are important to people from diverse cultural groups.

True	True some times	Not True	Don't Know
------	-----------------	----------	------------

19. _____ supports people from different cultures to go to our events by:

• Reducing the cost

Yes	No	Don't Know
-----	----	------------

• Helping them find transportation

Yes	No	Don't Know
-----	----	------------

• Providing interpreters.

Yes	No	Don't Know
-----	----	------------

Our group identifies barriers to participation and tries to address those barriers.

20. When sharing information, _____ ...

- Shares information in languages other than English.
- Work with people across cultural groups to get information out to reach the most people.
- Makes sure that handouts, forms and website include pictures and stories from people across cultural groups.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yes	No	Don't Know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yes	No	Don't Know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yes	No	Don't Know

21. _____ follows the laws about working with people who do not speak English.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
True	True some times	Not True	Don't Know

22. _____ works to build strong relationships across cultural groups.

- We work to connect with and have partnerships with people across many cultural groups.
- We find people to help us understand a group's culture. For example, this person may be called a cultural broker.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
True	True some times	Not True	Don't Know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
True	True some times	Not True	Don't Know

23. _____ makes sure our budget has money to include people across cultural groups in our work, like

- Events Yes No Don't Know
- Information sharing Yes No Don't Know
- Foreign language interpreters and translators Yes No Don't Know
- Volunteers Yes No Don't Know
- Advocates Yes No Don't Know

“A Tool to Help Your Group Be More Culturally Competent” was adapted by Green Mountain Self-Advocates (<http://www.gmsavt.org/>) with permission from the Georgetown University National Center for Cultural Competence. The questions were adapted from the Cultural and Linguistic Competence Assessment for Disability Organizations. Goode, T., Trivedi, P., & Jones, W. (2010). Washington, DC: National Center for Cultural Competence, Georgetown University Center for Child & Human Development. <https://nccc.georgetown.edu/documents/NCCC-CLCADO-Assessment.pdf>