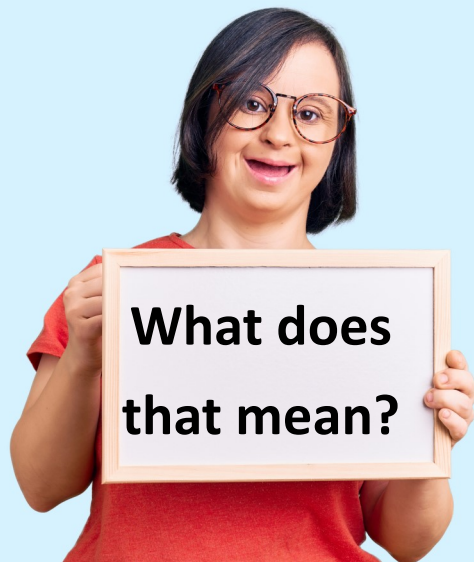






A Tool to Help Your Group Be More Culturally Competent



Cultural and linguistic competence is 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.

Our Beliefs and Our Values

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 our 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 people from all cultures. We believe it is important to welcome people from different cultural groups.



- 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.**

True

True
some
times

Not
True

Don't
Know

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 they are. Race, gender, religion and more are all part of a person.**

True

True
some
times

Not
True

Don't
Know

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 often treated unfairly based on how they look.**

True

True
some
times

Not
True

Don't
Know

For example, if someone is dressed in old clothes, a store owner might assume that person has no money and try to keep them out of the store.

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

True

True
some
times

Not
True

Don't
Know

For example, we have heard hurtful and false comments about youth, disabled women, people of color, immigrants, people who are gay, and others.

7. **Discrimination is treating people badly because of who they are. Our organization believes it is our responsibility to fight discrimination, including racism, ableism, sexism and more.**

True

True
some
times

Not
True

Don't
Know

8. _____ 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

Who We Are

9. _____ 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

10. 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 people in my organization should reflect the diversity of the people who live in our state.

• 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

11. _____ provides training and coaching on how to welcome people from diverse groups:

Board Training

 Yes

 No

 Don't Know

Staff Training

 Yes

 No

 Don't Know

Ally Training

 Yes

 No

 Don't Know

Member Training

 Yes

 No

 Don't Know

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

 Yes

 No

 Don't Know

Who We Are

13. When our organization is meeting, any false ideas about people, because of who they are or their culture, are pointed out.

True

True
some
times

Not
True

Don't
Know

We work to learn the facts. We speak up to make sure we stick to the facts.

14. 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

15. _____ believes in Nothing About Us Without Us.

True

True
some
times

Not
True

Don't
Know

When advocating to end discrimination, our organization includes people from diverse cultural groups.

16. _____ connects with people with disabilities across diverse 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 organization 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. _____ works to build strong relationships across cultural groups.

- We work to connect with and have partnerships with people across many cultural groups.

True

True
some
times

Not
True

Don't
Know

- We find people to help us understand a group's culture. Sometimes this person is called a cultural broker.

True

True
some
times

Not
True

Don't
Know

How We Work

19. 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

20. _____ 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.

21. When sharing information, _____ . . .

- Shares information in languages other than English. Yes No Don't Know
- Works with people from diverse cultural groups to get information out to their communities. Yes No Don't Know
- Makes sure that handouts, forms and website include pictures and stories that show people from diverse cultural groups. Yes No Don't Know

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

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

23. _____ has money in its budget to make sure we include people from diverse cultural groups in our work including money for:

- Foreign language interpreters and translators

 Yes

 No

 Don't Know

- People who help us understand other cultures – sometimes called cultural brokers

 Yes

 No

 Don't Know

- Transportation for people from diverse cultural groups to attend events.

 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>