# Cultural Competency Baseline Assessment

(Adapted from Georgetown’s Cultural & Linguistic Competent Assessment for Disability Organizations)

This form will be used to baseline where we are now as a leadership team. We can use it to compare where we will be in five years. Most of the following information will be kept internally. Some best practices will be reported out on the web page where we will be drawing the public as we begin to build a community of practice. It is the hope that this page will offer technical assistance (how-tos for example), activities we are currently doing, and how the public can get involved. If you think of anything else that needs to be included, please let us know.

I’m thinking the page will start with a collage of pictures with audio descriptions of what cultural and linguistic inclusion looks like. For example, a picture of the Legal Options Manual in Spanish, a diverse community event, a screen shot of an ASL interpreter on a webinar. There may also be a short story, so be thinking of any story ideas your organization has that you know met the needs of a culturally and linguistically diverse population and how you know it was effective. Those can be sprinkled throughout.

**P**l**ease send us:**

* **Pictures you consider outcomes of community inclusion with a short description of what it is**.
* **Story ideas. You can call us with these, but be thinking about stories to share. They are the most powerful we can convey cultural and linguistic inclusion.**
* **Any reports or research your organization has completed in the last five years on serving any linguistically or culturally diverse population that we can include on the webpage that would benefit the greater community.**

## Building internal capacity

1. How does your organization recruit for staff and Board or Council positions? Where does diversity play in to recruitment and selection?
2. Discuss any training(s) your organization or board has received on cultural or linguistic competency or how to serve linguistically or culturally diverse populations.
3. Describe how your organization or board implements a strong and comprehensive anti-discrimination policy in which individuals are empowered to raise concerns in a safe and receptive environment? How do you evaluate its effectiveness?

## community outreach & Engagement

1. What is your organization currently doing to reach out to linguistically and culturally diverse individuals with DD and their families?
2. How does your organization currently collect input and engage linguistically and culturally diverse people with DD and their families at various stages of organizational planning, implementation, and evaluation of services?
3. How are you perceived by various linguistically and culturally diverse DD communities and their families? How do you know?

## Evaluation – measuring success

1. How many on your board are culturally & linguistically diverse? Are they representative of the communities served?
2. How many staff are culturally & linguistically diverse? Are they representative of the communities served?
3. How many culturally and linguistically diverse communities utilize your services?
4. How many events targeting culturally or linguistically diverse people with DD does your organization attend annually?
5. How do you evaluate if your services are effective for culturally and linguistically diverse populations? How do you evaluate if they are respectful of the cultures served?
6. How many procedural or policy changes have resulted due to cultural competence?

**Other areas to evaluate?**