

small breakout group notes cultural competency: increasing organizational inclusion webinar

october 18, 2012

- Identify cultural needs in our community
- Ensure that there is diversity in leadership
- Self-awareness you as person/agency will never reach "culturally competent," lifelong process and intentional, aware of own biases and prejudices; Be honest with yourself. Keep lines of communication open in organization
- Identify peer collaboration
- Ensure that staff reflects the community being served
- Invite and include and hire people of different backgrounds, help in learning process. Mutual accountability. Environment where questions can be raised without fear/retaliation. Institutionalized and norm of agency.
- Cultural Competence is a long-term on-going process that is not achieved in a one-day meeting. This is a long-term investment of time and requires great commitment
- It's important to be intentional with the language we use and define the terms we are using in our organization
- Awareness that cultural proficiency is a process and not a location and that because of its fluidity we need to be constantly working towards cultural proficiency
- Create access to multicultural assistance
- Language that we use in organization. Policies and by-laws and pictures are reflective of cultural diversity. Photos, branding has to match the language we're using
- Just because your literature (brochures, flyers etc.) are translated does not mean you are culturally proficient. Diversity enriches daily experiences
- It's important to bring your whole self into the conversation and recognize what that means in terms of your own bias and perception
- Challenge - Being inclusive vs. special programs - whether further marginalizes