CCPD Cultural Competency Assessment Subcommittee
2014 Fall Term Status Report

I.   **Two Levels to Assess: Individual and Organization**
    a.   **Individual Assessments**
        i.   Various Approaches (General and Specific)
            1.   General Assessments of Cultural Competency
                a.   *"Cultural Competency Self-Assessment"* (Cook Ross, Inc.)
                    i.   Pros: Scale system is more accessible (agree with statement vs. number of times do certain behavior or thought)
                    ii.   Cons: Does not assess specific focus areas;
                b.   *"Cultural Diversity Self-Assessment"*
                    i.   Pros: Examines individual attitudes and bias
                    ii.   Cons: Focuses mostly on race & ethnicity, so not comprehensive; scale system is relationship dependent
            2.   Specific Assessments of Seven Areas of Focus
                a.   Need to design tools specifically for the unique aspects of each area of focus
                b.   Could ask same questions, but for each areas of focus.
    b.   **Organizational/Department Cultural Competency Assessments**
        i.   Did not find any one that we could adapt or recommend.
        ii.   Terry Cross Cultural Competency Model
            1.   Cross's Six Stages of Cultural Competency
                a.   Cultural Destructiveness
                b.   Cultural Incapacity
                c.   Cultural Blindness
                d.   Cultural Pre-Competence
                e.   Basic Cultural Competence
                f.   Advanced Cultural Competence
            2.   It is not an assessment tool, however, could provide a basis for an assessment.
        iii.   **Cultural Fluency (CFEE)**
            1.   Has four domains
                a. Domain 1: General Practice, Activities, Events
                b. Domain 2: Environment
                c.   Domain 3: Community Engagement
                d.   Domain 4: Textbook/Curricula Evaluation-Illustrations
            2.   Pros: Examines various domains
                a.   Cons: Would need to be adapt to higher education vs. K-12 (Kim said that they could easily adapt the tool for Lane); even if adapt, it still does not assess all that we would want it to assess in the organization.

c. Concerns
   i. Scoring of the various assessments
   ii. Didn't find any one assessment that fully met our needs as we understand them now.
   iii. Did not find any organizational assessment that we could recommend.

d. Possible Next Steps
   i. Identify and contact experts for additional recommendations
   ii. Adapt above assessments to more fully meet our needs. Would need to identify what we think the assessment is missing.
   iii. Develop our own assessment, however, that would take a lot of time and expertise!