

## Cultural Awareness, Knowledge, and Skills Self-Assessment

**Directions:** Read the list of characteristics in each of three categories (awareness, knowledge, and skills). For each category, identify one area of strength and one area where you think you can improve. Then, answer the reflection questions.

Awareness	
<b>Share my culture.</b>	<i>I am aware that in order to learn more about others, I need to understand and be prepared to share my own culture.</i>
<b>Be aware of areas of discomfort.</b>	<i>I am aware of my discomfort when I encounter differences in race, color, religion, sexual orientation, language, and ethnicity.</i>
<b>Reflect on how my culture informs my judgment.</b>	<i>I am aware of how my cultural perspective influences my judgement about what are “appropriate,” “normal,” or “superior” behaviors, values, and communication styles.</i>
<b>Be curious.</b>	<i>I take any opportunity to put myself in places where I can learn about difference and create relationships.</i>
<b>Be aware of my privilege if I am white.</b>	<i>If I am a white person working with a Native American or person of color, I understand that I will likely be perceived as a person with power and racial privilege and that I may not be seen as “unbiased” or as an ally.</i>
<b>An area of strength for me:</b>	
<b>An area where I can improve:</b>	
Knowledge	
<b>Gain from my mistakes.</b>	<i>I will make mistakes and will learn from them.</i>
<b>Assess the limits of my knowledge.</b>	<i>I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more.</i>
<b>Acknowledge the importance of difference.</b>	<i>I know that differences in color, culture, ethnicity, and so on are important parts of an individual’s identity, which they value and so do I. I will not hide behind the claim of “color-blindness.”</i>
<b>Know the historical experiences of non-European Americans.</b>	<i>I am knowledgeable about historical incidents in my country’s past that demonstrate racism and exclusion toward individuals of non-European heritage.</i>
<b>Commit to lifelong learning.</b>	<i>I recognize that achieving cultural competence involves a commitment to learning over a lifetime.</i>

Snyder, S. & Staehr Fenner, D. (2021). *Culturally responsive teaching for multilingual learners: Tools for equity*. Corwin.

Knowledge (continued)	
<b>An area of strength for me:</b>	
<b>An area where I can improve:</b>	
Skills	
<b>Challenge discriminatory and/or racist behavior.</b>	<i>I can effectively intervene when I observe others behaving in a racist and/or discriminatory manner.</i>
<b>Communicate across cultures.</b>	<i>I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own.</i>
<b>Seek out situations to expand my skills.</b>	<i>I seek out people who challenge me to maintain and increase the cross-cultural skills I have.</i>
<b>Become engaged.</b>	<i>I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.</i>
<b>Act as an ally.</b>	<i>My colleagues who are Native American, immigrants, and/or people of color consider me an ally and know that I will support them in culturally appropriate ways.</i>
<b>An area of strength for me:</b>	
<b>An area where I can improve:</b>	

Adapted from the Central Vancouver Island Multicultural Society's cultural competence self-assessment checklist (n.d.)