

## Cultural Competence – Self-Assessment

Use this tool to measure your progress in developing cultural competence. In the space provided, note how often you engage in each behavior: (0) Never (1) Rarely (2) Sometimes (3) Frequently (4) Always. Add up your points in each area and total them for your final score.

<b>Awareness &amp; Reflexivity</b>					<b>Score:</b> <input type="text"/>
I am able to recognize when the exclusion of others is part of a social pattern. _____	I recognize that my reactions towards others in part influenced by my biases and cultural dispositions. _____	I understand my strengths and limitations. _____	I proactively assess my perceptions, attitudes, and behaviors to be more inclusive. _____	I recognize the instances in which I belong to a norm as often as when I do not. _____	
<b>Education Habits</b>					<b>Score:</b> <input type="text"/>
I proactively educate myself on cultural differences and institutional disparities. _____	My ideas about how the world works are always subject to change. _____	I understand that diversity is valuable, because it creates better performing organizations and societies. _____	I employ evidence-based knowledge to understand cultural differences and institutional disparities. _____	I understand that through inclusion, members of diverse groups can achieve their full potential. _____	
<b>Inclusive Behavior</b>					<b>Score:</b> <input type="text"/>
I treat everyone, regardless of our similarities and differences, with respect and dignity. _____	I ask others for their opinions, instead of assuming that people agree with mine. _____	I mentor and advocate for individuals who are different from me as often as I mentor those who are similar to me. _____	I proactively take steps to experience situations or events that push me out of my comfort zone. _____	I listen to various points of view before coming to an understanding of a situation. _____	
<b>Cultural Sensitivity</b>					<b>Score:</b> <input type="text"/>
I do not assume all individuals' pronouns. _____	I am flexible with making last-minute changes to plans in order to include others. _____	I listen more carefully when individuals speak in a different accent than to which I am accustomed. _____	I feel safe and comfortable in communities of color. _____	I recognize when others feel excluded and make an effort to include them in social or work activities. _____	
<b>Change Agent</b>					<b>Score:</b> <input type="text"/>
I make a good-faith effort to be inclusive of people across race, gender, gender expression, sexuality, class, and other differences. _____	I feel comfortable intervening in situations in which individuals are being harmed by micro-inequities. _____	I look for ways to create more inclusive cultures in my organization and in society. _____	I use my access to resources to help create more inclusive environments. _____	I use my power of influence to help create more inclusive environments. _____	
					<b>Score:</b> <input type="text"/> /100