

Attachment E: Assessment of Organizational Cultural Competence

Your responses will be held in strictest confidence. Thank you for your assistance in this most important effort toward becoming a culturally competent program.

Please check below which of the following BEST describes your MAJOR function in the organization. Check ONLY ONE.

- | | | |
|--------------------------------|---------------------------------|-----------------|
| Administration | Clinical services | Research |
| Support Services | Education/training | Student/Trainee |
| Advisory Board | Technical assistance/Consultant | |
| Community/continuing education | | |
| Other Please specify: | | |

Please indicate the length of involvement with this organization:

- | | | |
|------------------|--------------|-------------------|
| Less than 1 year | 1 to 5 years | More than 5 years |
|------------------|--------------|-------------------|

Please check the ONE answer that BEST DESCRIBES your response to each of the statements.

A. Organization	YES	NO	Don't Know
1. Cultural competence is included in the mission statement, policies, and procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. A committee/task force/program area addresses issues of cultural competence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Partnerships with representatives of ethnic communities actively incorporate their knowledge and experience in organizational planning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The organization supports involvement with and/or utilization of the resources of regional and/or national forums that promote cultural competence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. Administration	Almost Always	Often	Sometimes	Almost Never	Don't Know
1. Personnel recruitment, hiring, and retention practices reflect the goal to achieve ethnic diversity and cultural competence.					
2. Resources are in place to support initial and ongoing training for personnel to develop cultural competence.					
3. Position descriptions and personnel performance measures include skills related to cultural competence.					
4. Participants for all advisory committees and councils are recruited and supported to ensure the diverse cultural representation of the organization's geographic area.					
5. Personnel are respected and supported for their desire to honor and participate in cultural celebrations.					
6. Fiscal resources are available to support translation and interpretation services.					

C. Clinical Services	Almost Always	Often	Sometimes	Almost Never	Don't Know
If your organization does not provide clinical services, check this box: <input type="checkbox"/>					
1. Clinical services are routinely and systematically reviewed for methods, strategies, and ways of serving consumers and their families in culturally competent ways.					
2. Cultural bias of assessment tools is considered when interpreting of the results and making recommendations.					
3. Translation and interpretation assistance is available & utilized when needed.					

<p>4. Forms of communication (reports, appointment notices, telephone message greetings, etc.) are culturally and linguistically appropriate for the populations served.</p>					
<p>5. Pictures, posters, printed materials and toys reflect the culture and ethnic backgrounds of the consumers and families served.</p>					
<p>6. When food is discussed or used in assessment or treatment the cultural and ethnic background of the consumer and family is considered.</p>					