

Why Consider Cultural Competency?

Culturally responsive facilitation recognizes and engages participant's culture and prior knowledge in order to connect new ideas and concepts to what one already knows. It will also assist in the building of relationships and help your work be more effective.



What is it?

- Our realities and beliefs are formed on the basis of our unique cultural experiences.
- Our culture frames who we are and a cultural competent organization welcomes, respects and accepts cultural differences.

Why is it important?

- An inclusive environment where our actions, behaviors, policies and practices creates a welcoming environment which allows us to feel free and encourages us to add new, different and innovative ideas and initiatives.
- Inclusion helps participants feel valued which is a requirement to their continued involvement and the development of effective working relationships.
- Different opinions, values and beliefs lead to the discovery of novel and creative solutions and possible unintended consequences.

How do I promote cultural competency?

- Learn about my own culture
- Learn about the culture of the members of my team, showing sincere interest
- Identify commonalities and differences among cultures
- Talk about cultural differences
- Accept and respect cultural differences
- Create an inclusive environment where everyone feels safe to share ideas and perspectives.
- Be willing to probe for deeper meaning and understanding.
- Engage with participants to discover and employ motivational strategies
- With the help of participants, strive to show how the information or collaborative effort relates to the social concerns of the participants and to the broader concerns of society.
- Recognize and challenge prejudicial values, behaviors and language. Recognize the strengths and limitations of our current vision.
- Discuss how differences in power, authority and decision-making constrain our abilities to fully participate. Seek solutions.

