

## EASA Cultural Competency Checklist

- Our agency and/or EASA program has a diversity committee.
- Our diversity committee has representatives from different racial, ethnic, cultural, age groups and other groups.
- Our EASA program conducts an annual assessment and sets goals regarding cultural competency of its services and supports.
- Our EASA program dedicates the necessary resources (economic, staff time etc.) to promote cultural competency.
- We have EASA staff that are indigenous to the area and/or representative of diverse communities.
- We discuss historical trauma, social isolation and oppression in our clinical discussion groups and supervision.
- I discuss my culture with my clients and encourage them to discuss their culture with me.
- Our board of directors and advisory group include people from different ethnic, racial, age groups and other community groups.
- Our EASA program has a well-developed and dynamic cultural competency-training program.
- Our EASA program has guidelines around gathering cultural information in our assessment process. (I.e. specific questions, suggested framework, multiple means of gathering information, etc.)
- We have established working relationships with cultural brokers and networking relationships with diverse community groups and work with them regularly in our practice.
- We have established working relationships with interpreters and use them regularly in our practice.
- Our EASA program regularly discusses the research on diverse communities in our supervision.
- I am aware that I have biases and a personal cultural lens and I discuss them regularly in supervision.
- Our EASA program has written material available in multiple languages, literacy levels and uses welcoming and culturally/community relevant language and photographs.
- Our psychoeducation material includes a discussion on ethno cultural, traditional and spiritual protective factors.
- We have an organized and predictable way that our clients and diverse populations provide feedback and inform our practice.
- We use interventions and assessment tools that have been researched on the communities we serve.
- The physical space of our program is welcoming to the community.
- We discuss culture regularly in our supervision, clinical reviews and fact meetings.
- I understand the impact of culture/ community on life activities such as:
  - Education
  - Family roles
  - Faith based practices
  - Gender roles and sexuality
  - Alternative Medicine
  - Perception of agency
  - Customs and beliefs
  - Communication
  - Perception of health and wellness
  - Employment
  - Perception of time
  - View of disability

Adapted from (Tawara D. Goode, M.A. and Sylvia K. Fisher, Ph.D. National Center for Cultural Competence, Georgetown University Center for Child and Human Development. Adapted from *Promoting Cultural Diversity and Cultural Competency: Self-Assessment Checklist for Personnel Providing Behavioral Health Services and Supports to Children, Youth and Their Families* ©2009.)