

Selected Resources on Cultural Competency

Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders

Published by Fieldstone Alliance with Alliance for Nonprofit Management (2009)
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Chapter 6 – Cultural Competency as Discovering Context (p. 81)
Identifying one’s own cultural location, discovering the influence of geography, looking
for conflicting cultural norms and historical roots of institutions

Chapter 7 – Understanding Community Process (p. 97)

Chapter 8 – Changing Institutions (p. 121)
Including questions to ask about engaging volunteers (p. 134)

Resource A - Key Terms (and concepts) (p. 147)

Resource E – Strategies for Dealing with Internalized Oppression and Structural Racism
Including assessment tool (pp. 201-202)

Resource F – Self-Assessment in Three Parts (pp. 207-209)

Cultural Competency, Organization Development, and Capacity Building

Exploring Organizational Development & Capacity in Cultural Competence
http://www.calendow.org/Collection_Publications.aspx?coll_id=46&ItemID=322

Part 1: A new monograph series, Organizational Development & Capacity in Cultural Competence: Building Knowledge and Practice, examines a variety of frameworks for building culturally competent health systems to address diverse communities. Produced by CompassPoint Nonprofit Services and supported by a grant from The California Endowment, the three publications explore the questions “Where are we going?”, “How do we get there?” and “How do we know when we’ve made progress?” The first report is: Multicultural Organizational Development: A Resource for Health Equity

Part 2: Exploring Organizational Development & Capacity in Cultural Competence
Encouraging More Culturally & Linguistically Competent Health Practices in
Mainstream Health Care Organizations: A Survival Guide for Change Agents

Part 3: Exploring Organizational Development & Capacity in Cultural Competence
Cultural Competency in Capacity Building

Other Racial Equity and Inclusiveness Resources

Nonprofit Inclusiveness Initiative Workbook by Denver Foundation

<http://www.nonprofitinclusiveness.org/node/54#workbook>

Race Matters Toolkit, Annie E. Casey Foundation

User's Guide

<http://www.aecf.org/upload/publicationfiles/usersguide.pdf>

The Race Matters Toolkit is designed to get **results** – results that provide opportunity for all children, families, and communities. It will help you make the case, shape the message, and do the work. **If you are** a foundation official or a program officer, a policy-maker or an advocate, or **a practitioner in a community-based nonprofit organization**, then this Toolkit is for you. Here's why you should use it.

Tool: Community Building Strategies

http://www.aecf.org/upload/publicationfiles/community_building_strategies.pdf

“Why Should I Use This Tool? Some otherwise good community building practices can fall short of maximizing opportunity for all if not intentionally considered for how they play out around race. The practices we highlight are necessary for community building, but they may not be sufficient for producing opportunity for all and achieving racially equitable results within communities. What Will It Accomplish? It offers a systematic process for assessing opportunity for all in community building by walking you through key questions you should ask about planned strategies.”

Tool: Racial Equity Impact Analysis

http://www.aecf.org/upload/publicationfiles/racial_equity_analysis.pdf

This guide assesses equity effects of policy proposals and programs and implementation decisions. It is part of a series of documents in the "Race Matters Toolkit" designed to help decision-makers, advocates, and elected officials get better results in their work by providing equitable opportunities for all. “Why Should I Use This Tool? _ Racial disparities exist in virtually every key indicator of child, family, and community well-being. _ Today many racially inequitable impacts are produced inadvertently, through processes and choices that may not even explicitly address race, may appear race neutral, or may even be offered to address racial disparities. _ That's why it's important to pause and assess specifically what kinds of racial outcomes are likely to be produced by the work you undertake.”

Tool: Organizational Assessment

http://www.aecf.org/upload/publicationfiles/organization_self_assessment.pdf

Why Should I Use This Tool? Because unequal opportunities and racial inequity are deeply embedded and usually not intended, producing equitable opportunities, operations and results requires being intentional. What Will the Tool Accomplish? It raises organizational awareness, starts focused conversations, contributes to the development of

equity action plans, and tracks organizational change. Organizations that care about these issues can produce early results by using this tool.

Fact Sheet: Neighborhood Vitality

http://www.aecf.org/upload/publicationfiles/fact_sheet9.pdf

Fact Sheet: Civic Participation

http://www.aecf.org/upload/publicationfiles/fact_sheet10.pdf

This fact sheet offers a quick source for analysis and strategies related to issues of inequity surrounding civic participation.

Class Matters

Working Definitions

http://www.classmatters.org/working_definitions.php

Reality Check: Who Has How Much Money?

http://www.classmatters.org/reality_check.php

Tips from Working-Class Activists

<http://www.classmatters.org/resources/tips/>

Comments from Activists

http://www.classmatters.org/identity/white_mc_activists.php

Diversity in Volunteer Management

A Multi-Faceted Look at Diversity: Why Outreach is Not Enough

Heather Berthoud & Robert D. Greene, *The Journal of Volunteer Administration*, Spring 2001, Volume 19 Number 2, Published by the Association for Volunteer Administration

http://www.berthoudconsulting.com/files/A_Multi-Faceted_Look_at_Diversity.pdf