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 ethnocultural, 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.)