

Foundations

Tools and Processes for Self-Assessment



Self-Assessment: An Essential Element of Cultural Competence

The National Center for Cultural Competence (NCCC) embraces a conceptual framework and model of achieving cultural competence adapted from the work of [Cross et al., 1989](#). Cultural competence requires that organizations and their personnel have the capacity to: (1) value diversity, (2) conduct self-assessment, (3) manage the dynamics of difference, (4) acquire and institutionalize cultural knowledge, and (5) adapt to the diversity and cultural contexts of individuals and communities served.

The NCCC supports the concept that cultural and linguistic competence are developmental processes and evolve over extended periods of time. Both organizations and individuals are at various levels of awareness, knowledge and skills along a continuum. There are numerous [benefits of self-assessment](#) that positively impact consumers, practitioners, organizations and communities.

Assessing attitudes, practices, structures and policies of programs and their personnel is a necessary, effective and systematic way to plan for and incorporate cultural and linguistic competency within organizations. The NCCC invests a significant proportion of its resources to create tools and processes for self-assessment. Selected highlights follow.

Organizational Self-Assessment

The NCCC continues to pioneer innovative self-assessment for health care, mental health and other human service organizations. See our [Self-Assessments landing page](#).

Individual

- › The NCCC developed four [self-assessment checklists](#) to heighten awareness and sensitivity to the importance of cultural and linguistic competence, that specifically focus on personnel in early childhood, early intervention, primary health care, mental health, children and youth with special health care needs and Sudden Infant Death Syndrome (SUID)/and Other Infant Death (ID).

Training, Technical Assistance and Consultation

- › The NCCC has conducted over 70 separate technical assistance, consultation and training events on cultural competence self-assessment processes for organizations on a contractual basis. Contact NCCC faculty at cultural@georgetown.edu for additional information.

