Respecting culture and cultural differences

STAFF SELF-ASSESSMENT TOOL

Loddon's Commitment to Supporting Families
Our shared core competencies

For staff working directly with children, young people and families (tier 1)

In 2017, the Loddon Children & Youth Area Partnership (the Partnership) identified four 'pillars of competency' that are essential in supporting vulnerable children, young people and families.

The purpose of this tool is to:

- assist staff working directly with children, young people and/or their families (90% or more of the time) to assess levels of competence in regards to **respecting culture and cultural differences**
- facilitate discussions between staff and managers about professional development and training needs in relation to this competency
- provide the basis for self-reflection and planning

Name: _____ **Role/Position:** _____

Email: _____ **Phone:** _____

Respecting culture and cultural difference

This competency refers to practice that recognises and respects the cultural diversity in our community and is informed by an understanding of cultural history, difference, strengths and safety. Examples include cultural awareness and cultural safety training. This competency involves being able to build a culturally safe workplace.

Check the appropriate box:

☐ I have completed training in this competency and know how to apply it in my work

☐ I have completed training in this competency but need to update my learning

☐ I have not completed training in this competency

☐ Yes ☐ No I have a good understanding of the organisation's rationale for building this competency

For each statement below check the appropriate box:	Often	Sometimes	Rarely/ Not at all	Not Applicable
I have accessed the online information about this competency (e.g. resources, Fact Sheets)	☐	☐	☐	☐
I ask clients from non-English speaking backgrounds if they would like an interpreter	☐	☐	☐	☐
I display pictures, posters, artwork and other artefacts that reflect the cultures and ethnic backgrounds of our clients	☐	☐	☐	☐
I make sure that information and resources provided by my organisation reflect the cultures and ethnic background of our clients	☐	☐	☐	☐
I challenge racist attitudes if I hear these in the workplace	☐	☐	☐	☐
I evaluate my cultural competence as part of an ongoing process of reflection	☐	☐	☐	☐
I respect the right of Aboriginal parents to choose not to use a non-Aboriginal service and support them to access appropriately skilled Aboriginal services	☐	☐	☐	☐
I examine my own cultural assumptions and biases to recognise and address how these affect my interactions with others	☐	☐	☐	☐

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