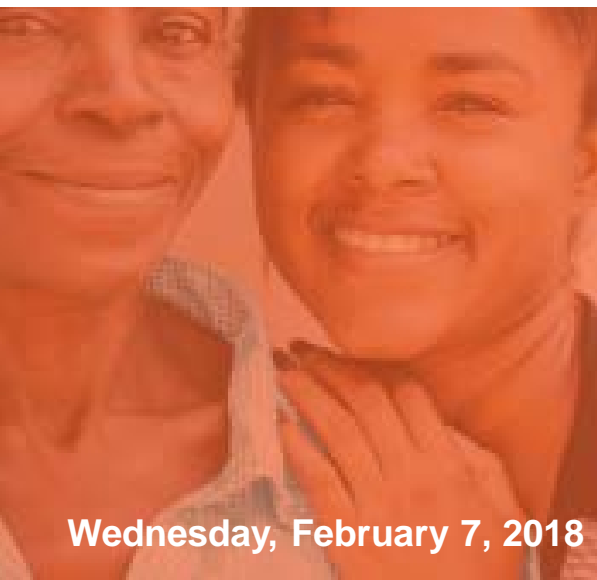




NATIONAL RESEARCH CENTER ON  
HISPANIC  
CHILDREN  
& FAMILIES

## **Developing Culturally Responsive Approaches to Serving Diverse Populations- A Resource Guide**



Wednesday, February 7, 2018



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# Disclaimer



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# Seven Key Components



# 1

# Defining Cultural Competency

- ❑ Different definitions of cultural competency
  - ❑ Knowledge and biases
  - ❑ Communication and interpersonal skills
  - ❑ Organizational systems and policies
- ❑ Cultural competency – it's everyone's business!
  - ❑ Individual level
  - ❑ Staff level
  - ❑ Policy and program level



## 2

# Choosing Interventions

- ❑ Are interventions effective and for whom?
- ❑ Identifying evidence-based programs
- ❑ Linguistic and cultural adaptations of programs
  - Language translation
  - Cultural adaptation



# 3 Needs Assessment

- ❑ What is a needs assessment?
- ❑ Different approaches
  - Collecting internal data
  - Accessing external data



# 4

## Measurement

- ❑ Important aspects of measurement
  - Cultural and linguistic appropriateness
  - Technical construction of measures
  - Sensitivity to detecting change over time
  - Specific training and administration requirements



# Collaboration

- ❑ Why collaboration is important?
- ❑ Complementary areas of expertise across organizations
- ❑ Program to program collaboration
- ❑ Partnerships between programs and researchers
- ❑ Other collaborative partnerships



# 6 Workforce Diversity

- ❑ Bilingual/bicultural workforce
- ❑ Recruitment and retention of diverse staff
- ❑ Training and professional development opportunities
- ❑ Organizational commitment and infrastructure



# Budgeting

- ❑ Budget implications for programs?
  - Staffing
  - Training
  - Programmatic resources and materials
  - Cost of access accommodations
    - Cultural brokers
    - Translation or interpreter services





# Thank you!



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**Read the guide:** <http://bit.ly/2mzfajS>

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