

Awareness	
Share my culture.	<i>I am aware that in order to learn more about others, I need to understand and be prepared to share my own culture.</i>
Be aware of areas of discomfort.	<i>I am aware of my discomfort when I encounter differences in race, color, religion, sexual orientation, language, and ethnicity.</i>
Reflect on how my culture informs my judgment.	<i>I am aware of how my cultural perspective influences my judgement about what are "appropriate," "normal," or "superior" behaviors, values, and communication styles.</i>
Be curious.	<i>I take any opportunity to put myself in places where I can learn about difference and create relationships.</i>
Be aware of my privilege if I am white.	<i>If I am a white person working with a Native American or person of color, I understand that I will likely be perceived as a person with power and racial privilege and that I may not be seen as "unbiased" or as an ally.</i>
An area of strength for me:	
An area where I can improve:	

Knowledge	
Gain from my mistakes.	<i>I will make mistakes and will learn from them.</i>
Assess the limits of my knowledge.	<i>I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more.</i>
Acknowledge the importance of difference.	<i>I know that differences in color, culture, ethnicity, and so on are important parts of an individual's identity, which they value and so do I. I will not hide behind the claim of "color-blindness."</i>
Know the historical experiences of non-European Americans.	<i>I am knowledgeable about historical incidents in my country's past that demonstrate racism and exclusion toward individuals of non-European heritage.</i>
Commit to lifelong learning.	<i>I recognize that achieving cultural competence involves a commitment to learning over a lifetime.</i>
An area of strength for me:	
An area where I can improve:	

Skills	
Challenge discriminatory and/or racist behavior.	<i>I can effectively intervene when I observe others behaving in a racist and/or discriminatory manner.</i>
Communicate across cultures.	<i>I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own.</i>
Seek out situations to expand my skills.	<i>I seek out people who challenge me to maintain and increase the cross-cultural skills I have.</i>
Become engaged.	<i>I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.</i>

Skills	
Act as an ally.	<i>My colleagues who are Native American, immigrants, and/or people of color consider me an ally and know that I will support them in culturally appropriate ways.</i>
An area of strength for me:	
An area where I can improve:	

Source: Adapted from the Central Vancouver Island Multicultural Society's cultural competence self-assessment checklist (n.d.).