Cultural Competency – Journaling Worksheet[[1]](#footnote-1)

This exercise could be used in the context of a staff meeting where issues of Cultural Competency are discussed. Staff members could be given an opportunity to complete the worksheet and come to the staff meeting prepared to discuss the topic of Cultural Competency. In order to help us at The Salvation Army better meet people where they are, we would like you to take some time to consider the following questions.

Your answers here are purely for your own self-reflection – you do not need to share them with anyone else, unless you elect to.

We hope that this exercise will help you gain insight into the ways in which you have been shaped by certain cultures and subcultures, and how those influences on your life may differ from those experienced by others. It is our desire that Salvation Army staff build cultural skills, and this exercise in self-reflection is an important part of that.

We’re grateful for who you are, what you bring to our centre, and the time and energy it takes to be culturally competent in your work here. If you would like to discuss this process with [a co-worker/supervisor] please be in touch with [name an appropriate person, skilled in discussing these matters].

#### How do you define and describe your own cultural orientation? Are you also part of a subculture?

#### Examine your own cultural background. What are the values, attitudes, and beliefs of your culture?

#### Are there any specific groups that your ethnic group holds negative stereotypes about? Do you share these?

#### What privileges does your cultural orientation include?

#### What are the best parts of your culture? What are the least desirable?

#### Would you prefer to belong to a different culture? Why?

#### Can you identify some aspects of the subculture of homelessness? How is belonging to a different culture than your clients challenging for worker interactions with your clients?

#### Are there cultures you don’t know much about? Is there someone you could ask to teach you more about their culture?

1. Adapted from Jeannette Waegemakers Schiff, *Working with Homeless and Vulnerable People: Basic Skills & Practice.* (Chicago: Lyceum Books, 2015). [↑](#footnote-ref-1)