

1. From Alliance for Nonprofit Management People of Color Affinity Group, 2003

www.allianceonline.org

Culturally competent capacity building is a community-centered process that begins with an understanding of historical realities and an appreciation of the community's assets in its own cultural context. The process should enhance the quality of life, create equal access to necessary resources, and partner with the community to foster strategic and progressive social change resulting in a just society.

This definition is distinctive based on its emphasis on "three C's"—community, context, and change. Capacity building must be centered in the community, address historical/cultural context, and actually result in a change of conditions that advances equity for people/communities of color.

2. From "A Working Definition of Cultural Competency," adopted by the Minority Executive Directors Coalition, January 2001 (King County, which includes Seattle, WA)

www.evansforum.org/nonprofit/seventh_annual/pdf/medc.pdf

MEDC believes that cultural competency is critical to the success of the delivery of health and human services in an ever diverse environment. The respect of an individual's cultural domains and their experiences is essential to their engagement with service providers, consultants, trainers, researchers & funders. Through an organization's recognition of cultural[ly] competent services, staff and volunteers, it will be much better able to meet the diverse needs in all communities throughout King County. Organizations that embrace the ... guiding principles of Cultural Competency must be willing to accept them throughout their organization's services, policies & practices. Cultural Competency is a journey by which an agency must commit itself to a process of continuous improvement.

Cultural Competency is defined as "a set of behaviors, attributes and policies enabling an agency (or individual) to work effectively in cross cultural situations."* Cultural Competency is further defined in the terms of the following three guiding principles: I) Commitment, II) Accessibility, III) Relevance.

*(From the Santa Cruz County Probation definition of Cultural Competence.)

3. From National Center for Cultural Competence site, section on Self-Assessment

www.gucchd.georgetown.edu/nccc/selfassessment.html

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.