

## **Cultural Competency Plan (2A)**

Conduct a Community Assessment to determine . . .

- How many languages are spoken in your community? (2B)
- Where are interpreters available in your community? (2B)
- Into which languages your written materials will need to be translated? (2B)
- What resources are available to help the team develop the knowledge and skills to effectively interact with clients when developmental, disability or cultural issues exist? (2C)
- Which cultural groups exist in your community but rarely, if ever are seen, at the center? (2d)
- What gaps exist between staff and board member demographics and community demographics? (2e)

Develop Measureable Goals to . . .

- Provide interpreters in the following languages: (2B)
- To provide written materials in the following languages: (2B)
- To determine what questions should be asked to gather developmental, disability and cultural information and determine who should ask these questions. (2C)
- To access the following trainings on developmental, disability cultural issues in child abuse cases: (2C)
- To engage in community outreach to these underserved populations in the following communities: (2d)
- To address the gaps that exist between staff and board member demographics and community demographics. (2e)

Outline Strategies:

- To provide interpreters in these languages (list), secured from these resources and paid from this fund by . . . (doing what?) (2B)
- To provide written materials in the following languages (list), purchased from (what resource) or translated by (who), paid for from this fund by . . . (doing what?) (2B)
- To develop polices to determine what questions should be asked to gather developmental, disability and cultural information and decide who should ask these questions by . . . (doing what?) (2C)
- To access the following trainings (list) on developmental, disability cultural issues in child abuse cases by . . . (doing what?) (2C)
- To engage in community outreach to the following underserved populations (list) by . . . (doing what?) (2d)
- To address the gaps that exist between staff and board member demographics and community demographics by . . . (doing what?) (2e)

Implement and Evaluate (2f)

- Develop a timeline