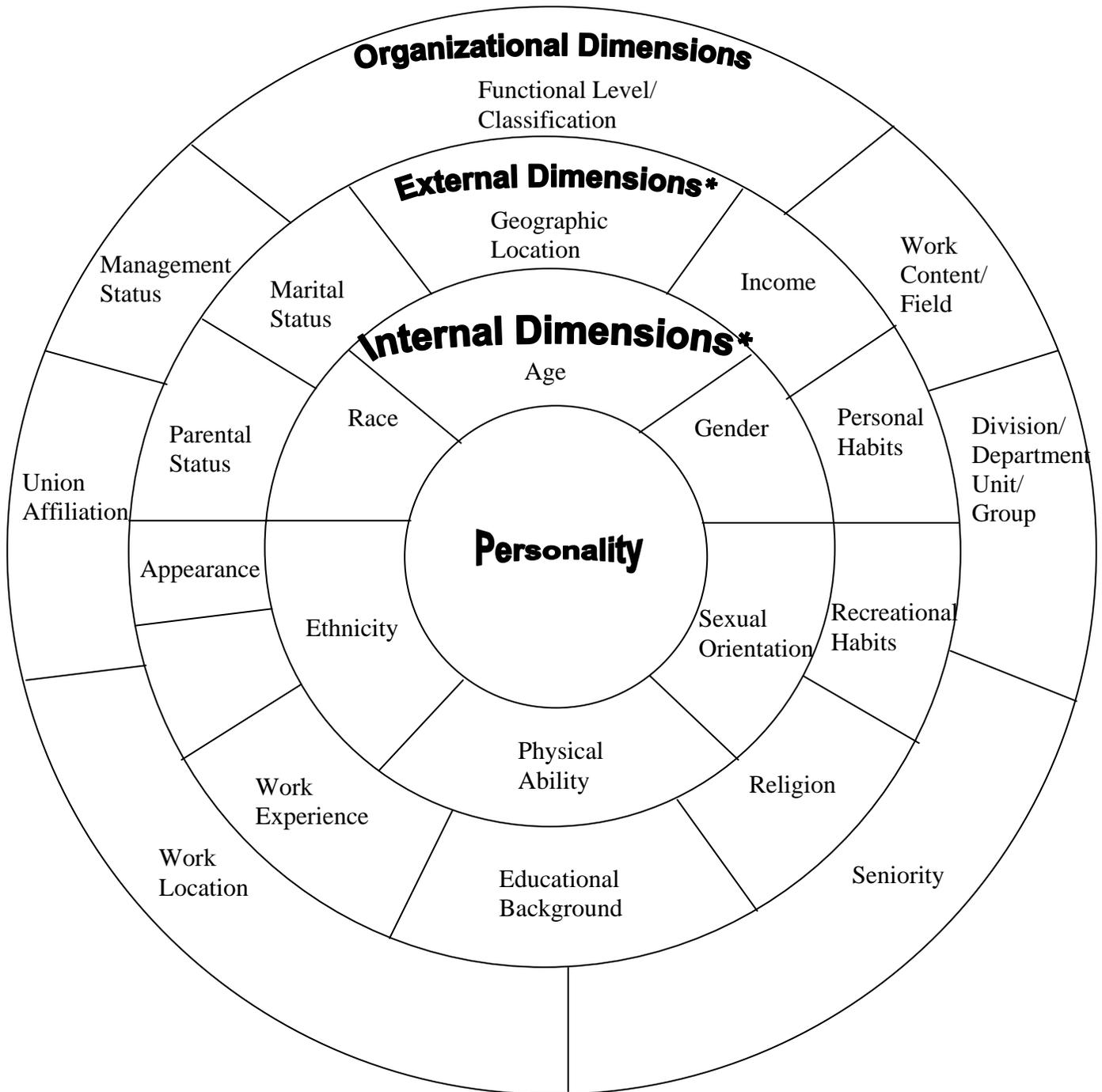


FOUR LAYERS OF DIVERSITY



*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, Workforce America! (Business One Irwin, 1991)

How Much Do You Know About Different Cultures?

1. Laughter in Japan can be a sign of confusion, insecurity or embarrassment.

TRUE

FALSE

2. A "thumbs up" in some Islamic countries is a rude sexual sign.

TRUE

FALSE

3. If you tell your female friend from Africa that she's put on weight during her holiday, it means she's had a good holiday and is physically healthier than when she left.

TRUE

FALSE

4. Wearing gloves in Russia when shaking hands is considered polite.

TRUE

FALSE

5. Leaving right after dinner in Central America is considered well-mannered as it means you've been well fed.

TRUE

FALSE

CULTURAL COMPETENCY STATEMENTS

Read each statement and circle your response.

Statement #1: There are too many cultures. I cannot possibly learn what I need to know about all of them.

<i>Strongly Disagree</i>					<i>Strongly Agree</i>
1	2	3	4	5	

Statement #2: I have examined my preconceptions about the various cultures in my jurisdiction, changed some of my thoughts, and now feel culturally competent to deal with any and all people who might appear in court.

<i>Strongly Disagree</i>					<i>Strongly Agree</i>
1	2	3	4	5	

Statement #3: I know what it means to be culturally sensitive. I don't need any special training on how to practice cultural competency.

<i>Strongly Disagree</i>					<i>Strongly Agree</i>
1	2	3	4	5	

Statement #4: I need a more concrete way to achieve cultural competency. This process is too "touchy feely"; becoming aware will not make a difference in my cultural competency.

<i>Strongly Disagree</i>					<i>Strongly Agree</i>
1	2	3	4	5	

Statement #5: There are only a few cultures that are different from the dominant (American) culture in my jurisdiction.

<i>Strongly Disagree</i>					<i>Strongly Agree</i>
1	2	3	4	5	

HOW CAN I INCREASE CULTURAL COMPETENCY?

- Identify cultural diversity within the community
- Conduct a comprehensive assessment of yourself and your court
 - Is cultural diversity celebrated?
 - Does staff understand and respect the cultures represented?
 - Do services address the unique needs and concerns of the cultures represented?
 - Is cultural competence reflected in policies, practices and procedures?
- Engage in dialogue with cultural communities with which you work
 - Convene informal gatherings with staff to explore beliefs, values and attitudes related to cultural competence
 - Build and use a network of community experts who have knowledge of the groups served
 - Network with people and organizations
- Identify and understand the needs and behaviors of individuals being served by the court
- Identify best practices by learning from other organizations and individuals
- Design and implement processes that are based upon the communities' culturally based choices
- Institutionalize policies, practices and structures
- Reassess and make needed adjustments
- Keep learning