



Recommended Practices

Cultural Competency in Capacity Building

In order to work effectively, capacity builders must pay greater attention to cultural competency by engaging in continuous learning, gaining an understanding of their own cultural identity and its relationship to others, and building a diverse network of colleagues and partners. Recommended practices include:

- Intentionally develop and maintain relationships with community leaders and bridge builders across race, ethnicity, and culture
- Examine both the assets and needs of the particular groups of people with whom you are working
- Intentionally identify and address issues relevant to the particular groups of people with whom you are working (e.g., history, language, learning style, communication, gender roles, value systems)
- Strategically address individual behaviors, institutional practices, and public policies that negatively affect certain groups of people
- Intentionally attend learning forums (e.g., seminars, workshops) to deepen your understanding about race, ethnicity, culture, and equity, and/or about the particular group of people with whom you are working
- Intentionally recruit, retain, and develop diverse staff
- Make the extra effort to reach out to and include members of a particular group who often get left out
- Routinely review your capacity-building materials (e.g., training curricula, questionnaires, manuals) and delivery techniques with members of the group with which you are working to ensure sensitivity and effectiveness
- Consistently pay attention to how your own assumptions and cultural background could affect your interaction with other people

- Developed by Kien Lee, Association for the Study and Development of Community for the Alliance Cultural Competency Initiative