Measuring cultural diversity in partnerships

DRAFT for discussion

Self-Assessment Guide

Instructions: Rate your organization on each item using the following scale:

1	2	3	4	5
Not at all		To a moderate degree		To a great degree

Demographics

We aim to partner with organisations that use basic demographic data to reflect on its organisational composition, and assess and determine the cultural and linguistic needs of its audiences and participants.

1. Have you undertaken a demographic analysis of your cultural context and community, include ethnicity, race, and primary language as reported by individuals?
2. Have you identified the demographic composition of the people served by your organisation?
3. Have you identified the demographic composition of your own organisation or program including staff and volunteers?
4. Have you compared the demographic composition of your own organisation with the audiences and participants served by your organisation and the cultural context at large?
5. Other comments on your organisation's approach to demographic data in your work…

Policies, procedures and governance

We aim to partner with cultural competent organisations that have boards of directors, advisory committees and policy making groups that are proportionately representative of the staff, audiences, participants, and communities they work with.

1. Has your organisation appointed executives, managers and administrators who have responsibility and authority for cultural competence?
2. Does your organisation have a mission statement that commits to cultural competence or respect for diversity, as well as compliance with relevant non-discriminatory policies and statutory obligations?
3. Does your organisation have culturally appropriate policies and procedures that are communicated in languages relevant to the audiences, participants and communities it seeks to engage?
4. Other comments on your organisation's approach to governance….

Services and programs

We aim to partner with organisations that connect with the breadth of the Australian community, involving them respectfully in the design, delivery and evaluation of their activities and programs as equal agents and actors.

1. Are the perspectives of representative cultural participants included in the design, delivery, monitoring and evaluation of the organisation's work?
2. Are the perspectives of excluded and marginalised people included in the design, delivery, monitoring and evaluation of the organisation's work?
3. Did audiences, participants and/or communities play an active role in the design, delivery, monitoring and evaluation of the organisation's work?
4. Are the program and activities delivered in ways that enable audiences, participants and/or communities to feedback and input into the organisation's work?
5. Does the organisation have the cultural skills and characteristics to deliver culturally competent programs and activities?
6. Are the perspectives of different stakeholders solicited and feedback included in future programs and activities?
7. Other comments on your organisation's services and programs…

Human Resource Management

We aim to work with organisations that appreciate that all people are a part of cultural contexts and hold cultural values, and acknowledge that individuals may need support to develop cultural competency through training and professional development.

1. Are the principles of cultural awareness and respect for diversity, included in staff orientation and ongoing education programs (e.g. cultural awareness or language training, or other skills in working with diverse populations)?
2. Is the organisation making use of other programs or organisations that specialise in serving people with diverse cultural and linguistic backgrounds as a resource?
3. Is the program maximising recruitment and retention efforts for staff who reflect the cultural and linguistic diversity of the audiences and participants in the organisation's programs and activities?
4. Have the staff attended training or other programs on cultural competence in the past two years? Describe……………
5. Other comments on your organisation's approach to human resources management…

Transparency

We aim to partner with organisations that are open about the strengths and limitations of their organisation's work in relation to cultural and linguistic diversity.

1. Is your organisation clear about who and how its programs and activities are developed and accountable to the staff, audiences, participants and communities it seeks to engage with?