



Acupuncture Medicine Cultural Competency Self-Assessment Checklist

This self-assessment tool is intended to heighten the awareness and sensitivity to the importance of cultural and linguistic cultural competence in our lives and in our practices. It provides examples of the kinds of beliefs, attitudes, values, and practices which foster cultural and linguistic competence at the individual or practitioner level. This is simply a tool and not a test. Remember that cultural competence is a process, and that learning occurs on a continuum and a journey over a lifetime.

Definitions:

<p><u>Cultural competence</u></p>	<p>Cultural competence in healthcare refers to the ability of practitioners and institutions to provide care to patients with diverse language, thoughts, communications, actions, customs, beliefs, values, abilities from diverse racial, ethnic, religious, or social groups.</p>
<p><u>Social determinants of health</u></p>	<p>The social determinants of health (SDH) are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life.</p>
<p><u>Racism</u></p>	<p>(Racism (as a system): A system of privilege and disadvantage on the basis of race Internalized/Appropriated Racism (within individuals): Acceptance of negative messages about ability and intrinsic worth by members of oppressed groups. Institutional Racism (within an institution): Unfair and disparate norms, policies, and procedures within an organization on the basis of race. Structural Racism (across institutions): Unfair and disparate norms, policies, and procedures across institutions on the basis of race, which accumulates and compounds inequities.</p>
<p><u>Cultural competent linguistics</u></p>	<p>The capacity of an organization and its personnel to communicate effectively and convey information in a manner that is easily understood by diverse audiences including persons of limited English proficiency, those who have low literacy skills or are not literate, and individuals with disabilities; including varied approaches to share information with individuals who experience cognitive disabilities; materials developed and tested for specific cultural, ethnic, and linguistic groups</p>

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Self-Assessment



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KNOWLEDGE		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
Definitions	As a practitioner, I understand the definitions of race, ethnicity, and culture.				
Patients' Healing Traditions	I recognize patients' healing traditions & other cultural beliefs.				
Communication	I understand cross-cultural communication challenges.				
Gain from my mistakes	I will make mistakes and will learn from them.				
	I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more.				
Acknowledge the importance of difference	I know that differences in color, culture, ethnicity, etc. are important parts of an individual's identity which they value and so do I. I will not hide behind the claim of "color blindness."				
Know the historical experiences	I am knowledgeable about historical incidents in America's past and present that demonstrate racism and exclusion.				
Understand the influence that culture can have	I recognize that cultures change over time and can vary from person to person, as does attachment to culture.				
Commit to life-long learning	I recognize that achieving cultural competence involves a commitment to learning over a life-time.				
Understand the impact of racism, sexism, homophobia...	I recognize that stereotypical attitudes and discriminatory actions can dehumanize and even encourage violence against individuals because of their membership in groups which are different from myself.				

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Know my ancestral history	I know my ancestors' stories, as being from this land, being brought to this land, or by immigration.				
Know the history of the area I practice	I know the history of the people in the area that I live and practice.				
		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
Awareness of multiple social identities	I recognize that people have intersecting multiple identities drawn from race, sex, religion, ethnicity, etc and the importance of each of these identities vary from person to person.				
Assessing appropriate behavior	I'm aware that everyone has a "culture" and my own "culture" should not be regarded as a point of reference to assess which behavior is appropriate or inappropriate.				
Discussing cultural issues	I am comfortable when discussing cultural issues with my patients.				
Identify biases	I can identify practitioner bias and stereotyping in healthcare.				
Recognize own biases	I can recognize a practitioner's own potential for biases and their impact.				
Power imbalance	I can describe the practitioner-patient power imbalance.				
	I can identify community beliefs & factors influencing health practices.				
	I value the cross cultural practitioner-patient negotiation in healthcare.				
	I can list ways to enhance patient adherence through appropriate cross cultural communication.				
	I always keep in mind that limitations in English proficiency are in no way a reflection				

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	of the patients' level of intellectual functioning.				
	When interacting with individuals and families who have limited English proficiency I always keep in mind that their limited ability to speak the language of the dominant culture has no bearing on their ability to communicate effectively in their language of origin.				
	I acknowledge that some patients may neither be literate in their language of origin nor in English.				
	I understand the implications of health literacy within the context of my roles and responsibilities.				
		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
	I avoid imposing values that may conflict or be inconsistent with those of cultures or ethnic groups other than my own.				
	I am well versed in the most current and proven practices, treatments, and interventions for the delivery of health and mental health care to specific racial, ethnic, cultural, and linguistic groups in my area.				
	I avail myself to professional development and training to enhance my knowledge and skills in the provision of services and supports to culturally, and linguistically diverse groups				
SKILLS		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
	I seek out people who challenge me to maintain and increase the cross-cultural skills I have.				
Become engaged	I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.				

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Be adaptive	I know and use a variety of relationship building skills to create connections with people who are different from me				
Be aware of within-group differences	I'm aware of within-group differences and I would not generalize a specific behavior presented by an individual to the entire cultural community.				
Diverse communities	As a practitioner, I reach out to diverse communities.				
	As a practitioner, I collaborate with communities to address specific needs.				
Institutional Cultural Issues	I recognize institutional cultural issues in healthcare.				
Medical Decision Making	I engage in reflection about my own beliefs that impact stereotyping on medical decision making.				
	I can strategize ways to counteract and reduce bias and discrimination in health disparities.				
	I have cross cultural clinical skills to elicit an accurate culture, social, and medical history.				
		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
	I have cross cultural clinical skills in negotiating and problem-solving in order to enhance patient adherence.				
Challenge discriminatory and/or racist behavior	I intervene in an appropriate manner when I observe others engaging in behaviors that show cultural insensitivity, racial biases, and prejudice.				
	I recognize and accept that individuals from culturally diverse backgrounds may desire varying degrees of acculturation into the dominant culture.				
	I use alternative formats and varied approaches to communicate and share information with individuals and/or their family members who experience disability.				

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AWARENESS		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
	I provide effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs.				
Value Diversity	I view differences between people as positive and a cause for celebration.				
Know Myself	I have a clear sense of my own ethnic, cultural, and racial identity.				
Share my culture	I am aware that in order to learn more about others I need to understand and be prepared to share my own culture.				
Challenge my stereotypes	I am aware of my stereotypes as they arise and have developed personal strategies for reducing the harm they cause.				
Reflect on how my culture informs my judgment	I am aware of how my cultural perspective influences my judgment about what is 'appropriate', 'normal', or 'superior' behaviors, values, and communication styles.				
Be curious	I take any opportunity to put myself in places where I can learn about differences and create relationships.				
		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well
Accept ambiguity	I accept that in cross-cultural situations there can be uncertainty and that uncertainty can make me anxious. It can also mean that I do not respond quickly and take the time needed to get more information.				
Aware of my privilege esp if I am White	If I am a White person working with a Person of Color, I understand that I will likely be perceived as a person with power and racial privilege and that I may not be seen as 'unbiased' or as an ally.				

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Aware of social justice issues	I'm aware of the impact of the social context on the lives of culturally diverse populations, and how power, privilege, and social oppression influence their lives.				
Awareness of language	As a practitioner, I value the link between communication & care.				
Social determinants of health	I value & address social determinants of health.				
	I value curiosity, empathy, and respect for my patients.				
	I am aware of the impact of racism on specific health and mental health disparities and their prevalence within the communities served.				
	I am aware of the socio-economic and environmental risk factors that contribute to health and mental health disparities or other major health problems of culturally and linguistically diverse populations served.				
Environment	I display pictures, posters, artwork, and other decors that reflect the cultures and ethnic backgrounds of clients.				
Resources	I ensure that brochures and other printed materials are of interest to and reflect the different cultures and languages of individuals and families served.				
Resources	I ensure that printed information disseminated by my agency or program takes into account the average literacy levels of individuals and families receiving services.				
		Never	Sometimes/ Occasional	Fairly Often/ Pretty Well	Always/ Very Well

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Resources	When using videos, films, or other media resources for health education, treatment, or other interventions, I ensure that they reflect the cultural and ethnic backgrounds of individuals and families served.				
	When necessary, I use bilingual/bicultural or multilingual/multicultural staff, and/or personnel and volunteers who are skilled or certified in the provision of medical interpretation services during treatment, interventions, meetings or other events for individuals and families who need or prefer this level of assistance.				
	Even though my professional or moral viewpoints may differ, I accept individuals and families as the ultimate decision makers for services and supports impacting their lives.				
	I understand that the perception of health, wellness, and preventive health services have different meanings to different cultural groups.				
	I understand that beliefs about mental illness and emotional disability are culturally-based. I accept that responses to these conditions and related treatment/interventions are heavily influenced by culture.				
	I advocate for the review of my mission statement, goals, policies, and procedures to ensure that they incorporate principles and practices that promote cultural and linguistic competence.				

Resources:

Desiree Lie, MD, MSED, et al. 20 July 2009. *A Revised Curriculum Tool for Assessing Cultural Competency Training (TACCT) in Health Professions Education*. viewed on 18 October 2020. https://doi.org/10.15766/mep_2374-8265.3185

Refugee Resettlement Assistance Programs in Ontario Recognizing and Responding to Intimate Partner Violence project. 2017. Cultural Competence Self-assessment Checklist. Resettlement Assistance Program. viewed on 18 October 2020. <http://rapworkers.com/wp-content/uploads/2017/08/cultural-competence-selfassessment-checklist-1.pdf>



Tawara D. Goode. National Center for Cultural Competence, Georgetown University Center for Child & Human Development, University Center for Excellence in Developmental Disabilities, Education, Research & Service. 2009. PROMOTING CULTURAL and LINGUISTIC COMPETENCY Self-Assessment Checklist for Personnel Providing Primary Health Care Services. viewed on 18 October 2020. <https://nccc.georgetown.edu/documents/Checklist%20PHC.pdf>