



Cultural Competency Training

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Background

Diversity is a measure of society.

The concept of diversity means we understand that everyone is unique and we recognise our differences. These can be along the dimensions of ethnicity, gender, sexual orientation, socio-economic status, age, physical or intellectual abilities, or religious, political or other ideological beliefs.

Culture is the lens through which we see and understand the world around us. We all belong to a number of cultures - be it family, religion, race, organisation, or occupation. In each of these we all bring our own experiences and belief systems to every interaction we have with other people.

Cultural competence is the awareness, knowledge, skills, practices and processes you need to function effectively and appropriately in culturally diverse situations in general and in particular in interactions with people from different cultures. At the heart of cultural competence is the ability to respect other people from diverse backgrounds, and respect that they may have a different way of thinking, communicating and doing things.

Purpose of Tool

This series of tools and resources were developed as the Diversity in Disability toolkit, part of the Diversity in Disability initiative of Ageing, Disability and Home Care (NSW Department of Family and Community Services). The project was supported by Multicultural NSW and Settlement Services International (SSI) and has national relevance for the disability sector when considering the needs of people from culturally and linguistically diverse backgrounds.

The toolkit comprises a suite of exploratory resources on how to:

- Develop your workforce for cultural diversity;
- Engage and partner with CALD carers and community to make a difference;
- Develop leadership for cultural diversity; and,
- Review where your organisation is at and begin planning for change.

You can choose to use these resources how you please, and we encourage you to think about what practical steps you can take within your organisation to begin the conversation to creating a more culturally inclusive future.

The link to the Diversity in Disability Cultural Diversity Competency Framework is provided here –

<http://www.diversityindisability.org/cultural-diversity-competency-framework/>