

# Cultural Proficiency Beliefs Inventory

## Step 1

This inventory examines the alignment of your beliefs to the Guiding Principles of Cultural Proficiency. Answer the questions intuitively. Marking the number one (1) indicates you agree with the statement. Marking the number zero (0) indicates disagreement or uncertainty with the statement.

1 = I agree

0 = I disagree or I am uncertain

1.	I am a member of a cultural group.
2.	The dominant culture marginalizes many people in this country.
3.	I receive benefits from identifying with my cultural group.
4.	Fear of the unknown leads to false assumptions.
5.	General practices in public schools reflect the experiences of the dominant culture.
6.	Cross-cultural experiences are addictive.
7.	Culture is ever-present.
8.	White privilege exists in Canada.
9.	Guaranteeing the dignity of an individual involves valuing their cultural group.
10.	Within my group identity, various cultures exist.
11.	One's perceived social status affects one's behavior and motivation to achieve.
12.	Crossing cultural borders enhances life.
13.	Culture is about my values, assumptions, and beliefs and the actions I take.

14.	I experience privilege when I am a part of the dominant group.
15.	Assimilated groups adopt the cultural norms of the dominant group.
16.	More differences can exist between individuals within a cultural group, than between cultural groups.
17.	Each cultural group has unique needs that cannot be met within the boundaries of the dominant group.
18.	Diversity can be equated to strength.
19.	My cultural biases allow me to prejudge behavior that differs from mine.
20.	What benefits some in the workplace, may work against others in different cultural groups.
21.	Statements that separate a person from their group (e.g., "You're different; you're not like those other _____s") are offensive.
22.	When considering lifestyles and values, upper-class African Nova Scotians share more in common with upper-class White Nova Scotians than they do with lower-class African Nova Scotians.
23.	When others express their group's cultural identity, they are not implying disrespect for my cultural identity.
24.	Multiple voices at the table enhance quality.
25.	My culture shapes my behaviors, values, and beliefs.
26.	Placing the burden for equitable change only on members of non-dominant groups is unjust.
27.	To survive, members of non-dominant groups must learn the norms and values of the dominant group.
28.	General knowledge about groups is useful, but authentic cultural knowledge is gained one person at a time.
29.	Leaders should use cultural differences as opportunities to strengthen learning.
30.	Communicating cross-culturally is important.

31.	I am multicultural.
32.	The dominant culture benefits many people in this country.
33.	Identifying as an individual benefits me.
34.	False assumptions can lead to stereotyping.
35.	Members of the dominant group have their needs met through normal activity in the workplace.
36.	Learning about the values of others expands my understanding of people.
37.	I cannot <i>not</i> have a culture.
38.	In Canada, race is a definer for social and economic status.
39.	Reinforcing a negative stereotype about a group is insulting to its members.
40.	Diversity within cultures is as important as diversity among cultures.
41.	The way I am perceived by peers and supervisors influences my behavior.
42.	Communicating my belief to others improves chances of better practices.
43.	Rules (written and unwritten), norms, and climate are reflections of an organization's culture.
44.	Membership in the dominant culture is often invisible to those in the dominant culture.
45.	Assimilation lessens the discomfort of members of the dominant group.
46.	I have more in common with some members from different cultural groups than I do with some members of my own cultural group.
47.	To provide reasonable service, I must create multiple paths to the same goal.
48.	Learning how others do things provides the opportunity for me to improve.
49.	"White" is a culture in Canada.
50.	Marginalization and privilege exist in my organization.

51.	My group identity and my individual identity are of equal importance.
52.	People from different racial/ethnic cultural groups may be more alike than different due to being from similar socio-economic backgrounds.
53.	Inviting the expression of multiple cultures does not mean that I give up my cultural identity.
54.	We are stronger as a society because of our diversity.
55.	I make assumptions based on my cultural and personal values.
56.	I have the responsibility to engage and adapt the cultural differences.
57.	Membership in the dominant group allows for unawareness of the norms and values of different cultural groups.
58.	I hold generalizations about groups that may not be accurate.
59.	Freedom of religion is an expression of unique cultural needs.
60.	I miss opportunities when I fail to draw upon the multiple perspectives around me.

# Scoring

Write your number, “0” or “1”, for each item in the appropriate cell. Add the cells in each column and total them below.

Guiding Principle 1	Guiding Principle 2	Guiding Principle 3	Guiding Principle 4	Guiding Principle 5	Guiding Principle 6
_____ 1.	_____ 2.	_____ 3.	_____ 4.	_____ 5.	_____ 6.
_____ 7.	_____ 8.	_____ 9.	_____ 10.	_____ 11.	_____ 12.
_____ 13.	_____ 14.	_____ 15.	_____ 16.	_____ 17.	_____ 18.
_____ 19.	_____ 20.	_____ 21.	_____ 22.	_____ 23.	_____ 24.
_____ 25.	_____ 26.	_____ 27.	_____ 28.	_____ 29.	_____ 30.
_____ 31.	_____ 32.	_____ 33.	_____ 34.	_____ 35.	_____ 36.
_____ 37.	_____ 38.	_____ 39.	_____ 40.	_____ 41.	_____ 42.
_____ 43.	_____ 44.	_____ 45.	_____ 46.	_____ 47.	_____ 48.
_____ 49.	_____ 50.	_____ 51.	_____ 52.	_____ 53.	_____ 54.
_____ 55.	_____ 56.	_____ 57.	_____ 58.	_____ 59.	_____ 60.
_____ Total	_____ Total	_____ Total	_____ Total	_____ Total	_____ Total
Culture is a predominant force.	People are served in varying degrees by the dominant culture.	Group identity is as important as individual identities.	Diversity within cultures is vast and significant.	Each group has unique cultural needs.	The best of both worlds enhances the capacity of all.

## Interpreting Your Score

The total score in each column can range from 0 - 10. On a scale of 0 - 10, each total score indicates how much you agree with that particular principle of cultural proficiency. The closer you are to a total score of 10 for any given category signifies a greater agreement with the principle in that column. For example, a score of 3 in the column “Culture is a predominant force” indicates that you are of lesser agreement with that principle. In the contrast, a score of 9 would indicate strong agreement with that principle. More importantly, scores closely aligned with guiding principles suggest a worldview associated with the right side of the Cultural Proficiency Elements as standards of cultural competency. A low score (below 6) indicates you would have difficulty overcoming the Barriers of Cultural Proficiency because you hold a worldview that is aligned with the left side of the Cultural Proficiency Continuum.

### Reflection

Review your score for each guiding principle. What do your scores indicate about your alignment with the core principles of cultural proficiency?

How might your alignment influence your decisions and behaviors?

What possible challenges exist when your score is 5 or less?

Given a low score with a guiding principle, what will you do to align yourself with the value expressed in that principal?

## Going Deeper

Understanding that our values, assumptions, and beliefs are always present is central to Cultural Proficiency's *inside-out* process. "To put your beliefs on hold is to cease to exist as ourselves for moments--and that is not easy," states Delpit. "It is painful as well, because it means turning yourself inside out, giving up your own sense of who you are, and being willing to see yourself in the unflattering light of another's angry gaze. It is not easy, but it is the only way to learn what it might feel like to be someone else and the only way to start the dialog" (1995, pp. 46-47).

It helps to be mindful of what exists in your background that shapes your worldview, because this perspective gives rise to your action. Take a moment and be mindful of how you are feeling at this moment. Is it exciting work for you to explore the bases for your cross-cultural "being-ness"? Is it a bit scary? This important work enhances your effectiveness on the way to working with people culturally different from you.