

Cultural Competency Training Evaluation Form

The purpose of this checklist is to facilitate a method of tracking cultural competence training that utilizes complementary or adjunct learning courses/materials/activities. This is aligned with the Staffing Requirements of the Organizational Provider Operations Handbook (Mental Health Services): *Require that at a minimum, all provider staff, including support staff dealing with clients or anyone who provides interpreter services, must participate in at least four (4) hours of cultural competence training per year. Training may include attending lectures, written coursework, review of published articles, web training, viewed videos, or attended a conference can count the amount of time devoted to cultural competence enhancement. A record of annual minimum four hours of training shall be maintained at the program site.*

Prior to approval of learning event/activity supervisors should make sure the training will result in staff being able to answer the listed questions. Following the training, staff should be able to discuss the questions listed with their supervisor and/or additional staff.

1. How was your worldview impacted by this learning event?

Worldview: The overall way one sees and interprets the world, including one's understanding of self and others.

2. How will you change your work practice as a result of this learning event?

Participant Name: _____

Course/Material/Activity: _____

Participant: Prepare an oral presentation (up to 20 minutes) of the course/material/activity to the supervisor addressing:

- An overview of the culture with some of these possible topics: values, sociological history, family structure, customs, perceptions of assistance or help, support systems, spirituality, health approaches, complementary healing approaches, cultural resilience, and language
- Effects of inter- and intra- cultural differences, overt/covert racism, generational and gender differences, stereotypes and myths

It is encouraged for the participant to present to other program staff.

Supervisor: Did the participant

- Address the need to assess individuals and families based upon a psycho/social/cultural/political/spiritual perspective
- Identify experiences, perceptions and biases of the culture
- Address the need to understand and accept cultural differences when working with clients/customers
- Articulate culturally appropriate responses that are consistent with cultural norms

Supervisor to discuss with participant: How do the following help improve cultural sensitivity?

- Identifying and utilizing community resources on behalf of the client
- Providing services with understanding of cultural differences
- Advocating - reducing racism, stereotypes and myths

To be completed by the Supervisor: *Signature confirms that the items listed above were discussed with the participant.*

Credited number of Cultural Competence training hours: _____ (max of 4 hours)

Credited to Fiscal Year: _____

Approved by (signature): _____ Date: _____

Print Name: _____