

Cultural Competency Requirement

I. Definition (Select one)

A. Graduates of Abilene Christian University are expected to demonstrate the capacity to establish respectful relationships with individuals associated with geographic or identity-based communities that differ from their own. These differences may be based on factors such as ethnicity, class, culture, national origin, language, gender, sexual orientation, or education level (Ross, 2010). Beyond the capacity to appreciate such diversity, students are expected to develop cultural humility by engaging in ongoing self-assessment through which they are able to identify what they do not know or understand about other cultures. Such self-assessment may also enable recognition of personal attitudes that inhibit respectful interaction (ASHA, 2011; Tervalon & Murray-Garcia, 1998). Culturally competent students will seek to expand knowledge about their own and others' cultures through intentional information-seeking and, more significantly, through broad personal experience with individuals from diverse backgrounds.

OR *****

B. Students will demonstrate the "capacity to identify (their) . . . own cultural patterns, compare and contrast them with others, and adapt empathically and flexibly to unfamiliar ways of being" (Rhodes, 2010, Intercultural Knowledge and Competence VALUE Rubric, para. 3).

OR *****

C. Toward a working definition of cultural competence:

The word *culture* is used because it implies the integrated patterns of human behavior that include thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups. The word *competence* is used because it implies having the capacity to function in a particular way: the capacity to function within the context of culturally integrated patterns of human behavior defined by a group. Acknowledging the validity of and valuing the characteristic patterns of belief and behavior is a necessary prerequisite for being culturally competent. Being competent in cross-cultural functioning means learning new patterns of behavior and effectively applying them in. ... Being culturally competent means having the capacity to function effectively in other cultural contexts.

(Adapted from: http://www.air.org/cecp/cultural/Q_integrated.htm#def)

II. Criteria

In achieving this competency, ACU students on graduation will demonstrate the following knowledge and skills: (Adapted from *Assessing Outcomes and Improving Achievement: Tips and tools for Using Rubrics*, edited by Terrel L. Rhodes. Copyright 2010 by the Association of American Colleges and Universities).

1. [Ability to] reflect on own cultural rules and biases
2. [Ability to] consider experiences and issues from the perspectives of others with differing world views
3. [Ability to] articulate understanding of cultural differences in verbal and nonverbal communication
4. [Ability to] ask complex questions about the beliefs, values, and practices of other cultures and articulate answers to those questions that reflect flexible cultural understanding
5. [Ability to] Initiate and develop interactions with individuals from cultures that differ from that of the student

References

American Speech-Language-Hearing Association. (2011). *Cultural competence in professional service delivery* [Position statement]. Available from www.asha.org/policy

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Rhodes, T. (Editor). (2010). *Assessing outcomes and improving achievement: tips and tools for using rubrics*. Washington, DC: Association of American Colleges and Universities.

Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9(2), 117–125.