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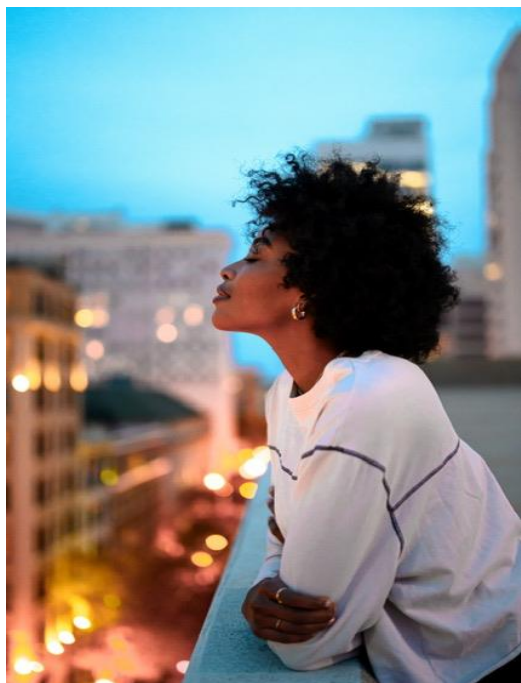


CULTURAL COMPTENCY

WHAT IS IT?

CULTURAL COMPETENCY: WHAT IS IT?

Cultural competence is the ability of a person to effectively interact, work, and develop meaningful relationships with people of various cultural backgrounds. Cultural background can include the beliefs, customs, and behaviors of people from various groups. Gaining cultural competence is a lifelong process of increasing self-awareness, developing social skills and behaviors around diversity, and gaining the ability to advocate for others. It goes beyond tolerance, which implies that one is simply willing to overlook differences. Instead, it includes recognizing and respecting diversity through our words and actions in all contexts.



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So, what does cultural competence mean and why is it so important for people to have their culture and cultural backgrounds acknowledged, respected, and valued.

Underlying cultural competence are the principles of trust, respect for diversity, equity, fairness, and social justice... Culture is the fundamental building block of identity and the development of a strong cultural identity is essential to an individual's healthy sense of who they are and where they belong. (Educators'

Guide to the Early Years Learning Framework p21 Educators' Guide to the Framework for School Age Care, p57)



No, we are not born being culturally competent. Cultural competency or the lack thereof is shaped by our environment. As we grow those influences of our environments, and relationships help shape how we see the world in front of us. The more we integrate into other cultures, the greater the opportunity for each of us to learn to respect and trust the differences of other cultures. By being aware of one's own worldview, and developing a positive attitude about difference, the more competent we become about the world around us.

Contact us at the WEBB Advisory Group for more information on cultural competency.