

Cultural Competence Assessment Instrument (CCAI)

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PART 1: ABOUT YOU.

Please circle the numbers or complete the correct response(s) to the following questions.

1. **Are you:** (1) Female (2) Male

2. **How old are you?** _____ Years

3. **What is your race/ethnicity? (Select ALL applicable):**

- | | |
|------------------------------------|--|
| (1) African American/Black | (5) Hispanic/Latino(a) |
| (2) Asian | (6) White |
| (3) Hawaiian/Pacific Islander | (7) Other. <i>Please specify</i> _____ |
| (4) American Indian/Alaskan Native | |

4. **Do you speak any language(s) other than English when providing services?** (1) Yes (2) No

5. **If Yes, what are these languages?** _____

6. **What is the highest level of education you have obtained?**

- | | |
|-------------------------------|--|
| (1) Less than high school | (5) Bachelor's degree |
| (2) High school graduate/ GED | (6) Master's degree (MA, MS) |
| (3) Some college, no degree | (7) Professional Degree (MD, JD, PTD, OTD, PsyD) |
| (4) Associate degree | (8) Doctorate Degree (Ph.D./ Ed.D) |

7. **What is your current position?**

- | | |
|--|---|
| (1) Executive Director (e.g., CEO) | (5) Professional (e.g., MD, LCSW, Physical Therapists, Rehab & Mental Health counselors, Ph.D.) |
| (2) Volunteer | (6) Managerial (e.g., project director, supervisor) |
| (3) Administrative (e.g., receptionist) | (7) Other. <i>Please specify.</i> _____ |
| (4) Service worker (e.g., job training specialist) | |

8. **How many years have you been working in your current position?** _____ Years

9. **Which of the following types of training did you receive on cultural competency, if any?**

Circle ALL the responses that apply.

- (1) I took a required class that focused SPECIFICALLY on this topic in school
- (1) I took an elective class that focused SPECIFICALLY on this topic in school
- (2) This topic was covered in various classes in school
- (3) I learned about this during my fieldwork experience in school
- (4) I took continuing education (CE) workshops or CE courses on this topic
- (5) I gained knowledge from reading about this topic on my own
- (6) I learned about it through supervision on the job
- (7) I learned about it through interaction with professionals from other disciplines at my workplace
- (8) I have had no formal training on cultural competency

PART 2: ABOUT YOUR WORK during the PAST YEAR ONLY.

Please circle the number(s) or complete the correct response(s) to the following questions:

10. Indicate the top 3 populations that you see most often in your work:

- (1) African American/Black
- (2) Asian
- (3) Hawaiian/Pacific Islander
- (4) American Indian/Alaskan Native
- (5) Hispanic/Latino(a)
- (6) White
- (7) Other. *Please specify* _____

11. Rate your level of success in outreaching the following ethnic populations:

	Very Successful					Very Unsuccessful	N/A
African American/Black	6	5	4	3	2	1	0
Asian	6	5	4	3	2	1	0
Hawaiian/Pacific Islander	6	5	4	3	2	1	0
Native American/Alaskan Native	6	5	4	3	2	1	0
Hispanic/Latino(a)	6	5	4	3	2	1	0
White	6	5	4	3	2	1	0
Other (<i>Please specify</i>)	6	5	4	3	2	1	0

12. Rate your level of success in retaining the following ethnic populations:

	Very Successful					Very Unsuccessful	N/A
African American/Black	6	5	4	3	2	1	0
Asian	6	5	4	3	2	1	0
Hawaiian/Pacific Islander	6	5	4	3	2	1	0
Native American/Alaskan Native	6	5	4	3	2	1	0
Hispanic/Latino(a)	6	5	4	3	2	1	0
White	6	5	4	3	2	1	0
Other (<i>Please specify</i>)	6	5	4	3	2	1	0

CONSIDERING YOUR WORK OVER THE <u>PAST YEAR</u>		Strongly Agree					Strongly Disagree
13.	I feel that I can learn from my ethnic minority clients.	6	5	4	3	2	1
14.	It is hard adjusting my therapeutic strategies with ethnic minority clients.	6	5	4	3	2	1
15.	I am effective in my verbal communication with clients whose culture is different from mine.	6	5	4	3	2	1
16.	My organization does not provide ongoing training on cultural competence.	6	5	4	3	2	1
17.	I do not consider the cultural backgrounds of my clients when food is involved.	6	5	4	3	2	1
18.	I receive feedback from supervisors on how to improve my practice skills with clients from different ethnic minority backgrounds.	6	5	4	3	2	1
19.	At work, pictures, posters, printed materials and toys reflect the culture and ethnic backgrounds of ethnic minority clients.	6	5	4	3	2	1
20.	I feel confident that I can learn about my clients' cultural background.	6	5	4	3	2	1
21.	Cultural competence is included in my work place's mission statement, policies, and procedures.	6	5	4	3	2	1
22.	I am effective in my nonverbal communication with clients whose culture is different from mine.	6	5	4	3	2	1
23.	The way services are structured in my setting makes it difficult to identify the cultural values of my clients.	6	5	4	3	2	1
24.	I feel that I have limited experience working with ethnic minority clients.	6	5	4	3	2	1
25.	It is difficult to practice skills related to cultural competence.	6	5	4	3	2	1
26.	I am sensitive to valuing and respecting differences between my cultural background and my clients' cultural heritage.	6	5	4	3	2	1
27.	My workplace does not support using resources to promote cultural competence.	6	5	4	3	2	1
28.	I have opportunities to learn culturally responsive behaviors from peers.	6	5	4	3	2	1
29.	I do not feel that I have the skills to provide services to ethnic minority clients.	6	5	4	3	2	1
30.	I examine my own biases related to race and culture that may influence my behavior as a service provider.	6	5	4	3	2	1
31.	I actively strive for an atmosphere that promotes risk-taking and self-exploration.	6	5	4	3	2	1
32.	My work place does not support my participation in cultural celebrations of my clients.	6	5	4	3	2	1
33.	I would find it easy to work competently with ethnic minority clients.	6	5	4	3	2	1
34.	I openly discuss with others issues I may have in developing multicultural awareness.	6	5	4	3	2	1
35.	I learn about different ethnic cultures through educational methods and/or life experiences.	6	5	4	3	2	1
36.	It is difficult for me to accept that religious beliefs may influence how ethnic minorities respond to illness and disability.	6	5	4	3	2	1