



Training Starter Template

Cultural Competence

Objectives: All participants in the training will be able to:

- Discuss and recognize the different aspects and definitions of diversity and culture
- Examine their cultural lens and potential cultural stereotypes they may have
- Utilize strategies and tools to make the program more culturally competent

Total amount of time: _____

Number of participants: _____

Preparation: _____

Materials: _____

Training Opening

- Engage Participants _____ minutes
(Ice breaker/warm up activity related to the topic)

Introduce the Topic _____ minutes (Motivate participants, show them why the topic is important, and share objectives and agenda)

Training Middle _____ minutes

(Explain the topic in detail, demonstrate the concept and discuss it, and practice and apply the topic)

- Have participants work in groups to create a definition for culture. Have groups share their definitions noting similarities and differences. Point out that culture is learned, it's ever-evolving, that people can belong to more than one culture, and that some are more embedded in their culture than others.
- Pass out the *Iceberg Metaphor* and talk about the surface aspects of culture versus the deeper ones and how we often judge people based on the surface aspects of culture but that people most often identify themselves by the deeper, often unseen aspects of their culture. Have individuals fill in the *Iceberg Metaphor* for themselves and share what they listed in small groups.
- Discuss what it means to be a culturally competent program. Encourage staff to give examples (having posters on the wall the honor and represent various cultures, having books in multiple languages, taking the





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time to discuss instances when youth or staff didn't exhibit cultural competence, etc.). Decide which examples staff can integrate into the program.

- Pass out the *Building Cultural Competence Scenarios* handout. Have groups work on one or two. Have groups share out what strategy they decided upon to address the issue.
- Hand out the *Reaching Out to Families* tip sheet and have small groups talk about which strategies would be most effective in overcoming some of the challenges.

Training Wrap Up and Closing

- Summarize, consolidate _____ minutes
(Connect back to the objectives, check for understanding, and discuss questions)

- Plan Next Steps _____ minutes
(Be specific about application to immediate practice.)

- Closing Comments _____ minutes
(Acknowledge, motivate and inspire)

Post-training assessment and revision

- Formal or informal assessment of effectiveness of training
- Note changes to make
- Note areas for additional training

