

# Cultural Competency Audit

## 1st test:

### 1. Reflect on your own position of privilege

Tannoch-Bland (1998) wrote that racism is dialectical: there are those who are disadvantaged by it and those who benefit from it. White race privilege is taken for granted and reproduced in everyday institutions.<sup>64</sup> Privilege refers to a variety of situations which disproportionately benefit white people; it ranges from being in control of the economic and political system to more simple forms such as being able to buy bandaids and cosmetics suitable for white skin, and watching television programs that are representative of white people.<sup>64,65</sup> Tannoch-Bland provides 40 examples of the kinds of invisible privilege and unearned benefits associated with whiteness. We have selected 10 examples for illustrative purposes.

- I can be reasonably confident that in most workplaces my race will be in the majority, and in any case that I will not feel as isolated as the only, often token, member of my race.
- When I am told about Australian history or about 'civilisation', I am shown that people of my colour made it what it is.
- I can send my children to school in unironed uniforms without it reflecting on their race.
- I can dress down, or get drunk in public without reinforcing negative stereotypes about my race.
- When I speak in public my race is not on trial.
- When I'm late, my lateness isn't seen as a reflection of my race.
- When I win a job or a scholarship, I am not suspected of doing so because of my race rather than my merit.
- When I need legal or medical help, my race doesn't work against me.
- I expect that neighbours will be neutral or friendly to me.
- From among the people of my race, I can choose from a wide range of professional role models.<sup>64(pp34-36)</sup>

Read the examples above and list three examples of benefits that you believe come from your race/ethnicity/gender/position/location.

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## 2nd Test:

### 2a. Undertake an individual cultural competence audit

According to Campinha-Bacote (2002), 'As we begin, continue, or enhance our journey towards cultural competence, we must continuously address the following question, "Have I ASKED myself the right questions?"' <sup>66</sup> Campinha-Bacote has developed a mnemonic 'ASKED' which poses some critical reflective questions regarding one's awareness, skill, knowledge, encounters and desire. <sup>66</sup> These questions have been adapted with permission to encompass working with Aboriginal and Torres Strait Islander peoples.

**Awareness** Am I aware of culturally appropriate and inappropriate actions and attitudes?  
Does my behaviour or attitudes reflect a prejudice, bias or stereotypical mindset?

**Skill** Do I have the skill to develop and assess my level of cultural competence?  
What practical experience do I have?

**Knowledge** Do I have knowledge of cultural practices, protocols, beliefs, etc?  
Have I undertaken any cultural development programs?

**Encounters** Do I interact with Aboriginal and Torres Strait Islander persons?  
Do I interact with culturally and linguistically diverse persons?  
Have I worked alongside Aboriginal and Torres Strait Islander persons?  
Have I worked alongside culturally and linguistically diverse persons?  
Have I consulted with Aboriginal and Torres Strait Islander persons or culturally and linguistically diverse groups?

**Desire** Do I really want to become culturally competent?  
What is my motivation?

Consider each of these questions honestly.

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### Responses:

Awareness	
Skill	
Knowledge	
Encounter	
Desire	