

Cultural Fluency Resource Guide (Starter Hub): Links to Relevant Resources, Tools, Strategies, etc.

Cultural Fluency At The Institutional Level		
Diagnostic tools	Reading resources	Strategies + Moves to Practice / Engage / Share
<p>Internal Cultural Fluency</p> <ul style="list-style-type: none"> • Institutional Diversity Rubric - Self-Assessment • 7 Circle Model Reflection Questions • Cynefin Complexity Framework • Equity Scorecard - introduction here <p>External Cultural Fluency</p> <ul style="list-style-type: none"> • Protocol for Assessing Equity-Mindedness in State Policy • Making Equity a Part of Post-Secondary Planning 	<p>Internal Communications - Toward Cultural Fluency</p> <ul style="list-style-type: none"> • Equity in Higher Education • Advancing Diversity + Inclusion in Higher Education • Racial Equity Tools (here too) • Cynefin framework • Race Forward - Moving The Race Conversation Forward • Dancing With Systems • Critical Race Theory Overview • Policy Link Summit Framing <p>External Communications - Toward Cultural Fluency</p> <ul style="list-style-type: none"> • Advancing Diversity + Inclusion Through Strategic Multi-level Leadership • Racial Climate on Campus: A Survey of College Presidents 	<p>Internal Cultural Fluency Practices</p> <ul style="list-style-type: none"> • Host a listening campaign • Explicitly share core values + name why cultural fluency is important • Construct a Theory Of Change (re: Cultural Fluency + Racial Equity) • Identify + enlarge your sphere of influence • Host gatherings, round-tables, town-halls, etc. with structured protocols shared with facilitators beforehand (here's an example of a roundtable guide + an example of a more in-depth roundtable planning tool) • Create an information - hub to share resources, spotlight successes (google, slack, etc.) • Intersectionality toolkit • DEI Action strategy grid, compiled by Obama Administration <p>External Cultural Fluency Practices</p> <ul style="list-style-type: none"> • Host a listening campaign • Admissions / application process policy recommendations + Additional recommendations • Intentional strategies for increasing college opportunity for low-income students • Recruit + retain more diverse students • Articulate values + goals for DEI on websites (an affiliate example here AND college examples here + here + here + re: civil rights here) + Consistent communication of values, priorities, and beliefs in statements/speeches • Formalize potential partnerships/collaboration opportunities: (a starter list) <ul style="list-style-type: none"> ○ ACE ○ AACU ○ Center for Urban Education ○ LEAP • Consistent community engagement + communication: <ul style="list-style-type: none"> ○ Virtual: Surveys, Polls, Video channels, Campaigns ○ In person: Town halls, Roundtables ○ Transparency regarding resource allocation for programs + ensuring access to IAS

Cultural Fluency At The Structural Level

Diagnostic tools	Reading resources	Strategies + Moves to Practice / Engage / Share
<p>Internal Cultural Fluency</p> <ul style="list-style-type: none"> ● Diversity + Inclusion Self Assessment ● SCARF self-assessment <p>External Cultural Fluency</p> <ul style="list-style-type: none"> ● Diversity + Inclusion Self Assessment ● How Accessible is your campus? 	<p>Internal Communications - Toward Cultural Fluency</p> <ul style="list-style-type: none"> ● Understanding Structural Racism ● Talking About Race, Toward a Transformative Agenda ● The Art of Facilitating ● 10 Lessons From Talking About Racial Equity ● Learning about NEP's liberatory design process ● Understanding equity-centered capacity-building ● Strategies for Becoming Adult-Learning-Focused Institutions ● The Art Of Conversation ● Brain-based model for influencing others ● Designing agendas to help whole people learn ● Understanding stage of team development <p>External Communications - Toward Cultural Fluency</p> <ul style="list-style-type: none"> ● Using inclusive language 	<p>Internal Cultural Fluency Practices</p> <ul style="list-style-type: none"> ● Consistent convenings + communication of values, priorities, and beliefs ● Set up team norms / goals / agreements ● Assess the systems' capacity using pages 7-8 of this RTOC guide ● The power of racial affinity spaces ● Setting up racial affinity groups ● Using choice-points to advance equity ● Practice / try National Equity Project's liberatory design cycle ● Play an inclusive story-sharing game (S.P.A.R.K.) as a way to counteract unconscious bias <p>External Cultural Fluency Practices</p> <ul style="list-style-type: none"> ● Host a listening campaign ● Host gatherings, round-tables, town-halls, etc. with structured protocols shared with facilitators beforehand + share values WHY (here's an example of a roundtable guide + an example of a more in-depth roundtable planning tool) ● Ensure Orientation week is inclusive + communicate why (one example here) <ul style="list-style-type: none"> ○ Differentiated supports for historically marginalized groups ○ Intentional lens of cultural fluency ○ Encourage dialogue across culture ○ Create safe spaces and share why ○ Utilize partnerships and programs like LEAP ● Recruitment / retention (strategies here + in section above) <ul style="list-style-type: none"> ○ Events scheduled with intentional outreach <ul style="list-style-type: none"> ■ Social support ■ Academic support ○ Personalized process for acceptance into university/college ○ Middle-School / High-School outreach <ul style="list-style-type: none"> ■ Partnerships, Youth events, retreats, and affinity spaces ● Facilitation Protocols: (see more in section below) <ul style="list-style-type: none"> ○ World Cafe ○ Collective Story harvest ○ Continuum of Discussion ○ Consultancy protocol ○ Timeline activities + Colorline exercises

Cultural Fluency At The Individual Level

Diagnostic tools	Reading resources	Strategies + Moves to Practice / Engage / Share
<p>Self-reflection For Cultural Fluency</p> <ul style="list-style-type: none"> • Diversity Wheel • Johari window • Implicit bias test • SCARF self-assessment • SPARK Self-Assessment • SPARK Framework <p>Internal Cultural Fluency</p> <ul style="list-style-type: none"> • Facilitation Self Assessment • Facilitation rubric • Coaching self-assessment 	<p>Self Reflection For Cultural Fluency</p> <ul style="list-style-type: none"> • Lead with listening • Constructivist Listening • What Unconscious Bias Has To Do With Decision-Making • Microaggressions in everyday life • Reflections on Race, john powell • Unpacking whiteness + white-privilege • Understanding and Dismantling Racism: A Booklist for White Reader <p>Internal Communications - Toward Cultural Fluency</p> <ul style="list-style-type: none"> • So You Want To Talk About Race (book) • Crucial Conversations (book) • Deeping Dialogues About Racial Equity • Courageous Conversations About Race • Understanding the different types of racism • Listening Leader (book) • Forbes on Building Trust Through Listening • On Listening With Intent • Why have coaching conversations for equity • Coaching for equity from the inside out • Unconscious bias in schools <p>External Communications - Toward Cultural Fluency</p> <ul style="list-style-type: none"> • Stereotype threat • 10 Ways to Practice Inclusiveness + Mindfulness (handout) 	<p>Internal Cultural Fluency Practices</p> <ul style="list-style-type: none"> • Practice intentional listening • Powerful questions • Set up team norms / goals / agreements • Facilitation Techniques, Protocols, and resources: <ul style="list-style-type: none"> ○ Facilitating conversations on race - The Fundamentals ○ Fostering Dialogue Across Divides ○ Facilitating dialogues ○ Phases of Transition - Facilitator reminders • Protocols <ul style="list-style-type: none"> ○ World Cafe ○ Fishbowl protocol ○ KIVA protocol ○ Collective Story harvest ○ Discussion protocols ○ Continuum of Discussion ○ Consultancy protocol ○ Personal experience panel • Techniques + Resources <ul style="list-style-type: none"> ○ Core routines for visible thinking ○ Facilitation Skills for Chaotic Times (part 1) ○ Facilitation Skills for Chaotic Times (part 2) ○ Norms of collaboration ○ Example facilitator guide for departmental discussions about race ○ The Art of Facilitation ○ Empathy Map Exercise • Share common language / posters about speaking up against bias/prejudice (example) • Host a book club or reading group that meets regularly (to unpack some of the readings) • Play an inclusive story-sharing game (S.P.A.R.K.) as a way to counteract unconscious bias <p>External Cultural Fluency Practices</p> <ul style="list-style-type: none"> • Host a listening campaign • Share common language / posters about speaking up against bias/prejudice (example)