

Cultural Fluency Resource Guide

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The logo for NAACAC (National Association of Accredited Career and Technical Education Schools) is located in the bottom right corner. It features the letters 'NAACAC' in a blue, sans-serif font. A stylized blue swoosh or arc is positioned behind the 'A's, extending from the 'N' to the 'C'.

To impact all student groups and their communities,
these resources are categorized by system level:

Institutional

Structural

Individual

Cultural Fluency At The **Institutional** Level

- Diagnostic Tools
 - [7 Circle Model Reflection Questions](#)
 - [Cynefin Complexity Framework](#)
 - [Equity Scorecard](#)
 - [Protocol for Assessing Equity-Mindedness in State Policy](#)
 - [Making Equity a Part of Post-Secondary Planning](#)

Cultural Fluency At The **Institutional** Level

- Reading Resources
 - [Advancing Diversity + Inclusion in Higher Education](#)
 - [Racial Equity Tools](#)
 - [Race Forward - Moving The Race Conversation Forward](#)
 - [Dancing With Systems](#)
 - [Critical Race Theory Overview](#)
 - [Policy Link Summit Framing](#)
 - [Advancing Diversity + Inclusion Through Strategic Multi-level Leadership](#)
 - [Racial Climate on Campus: A Survey of College Presidents](#)

Cultural Fluency At The **Institutional** Level

- Strategies + Moves to Practice/Engage/Share
 - Explicitly share core values + name [why](#) cultural fluency is important
 - [Construct a Theory Of Change](#) (re: Cultural Fluency + Racial Equity)
 - Host gatherings, [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

Cultural Fluency At The **Institutional** Level

- Strategies + Moves to Practice/Engage/Share
 - [Admissions/application process policy recommendations](#) + [Additional recommendations](#)
 - [Intentional strategies for increasing college opportunity for low-income students](#)
 - Articulate values + goals for DEI on websites (an affiliate example [here](#) AND college examples [here](#) + [here](#) + re: civil rights [here](#)) + Consistent communication of values, priorities, and beliefs in statements/speeches.

Cultural Fluency At The **Institutional** Level

- Strategies + Moves to Practice/Engage/Share
 - Formalize potential partnerships/collaboration opportunities: (a starter list)
 - [ACE](#)
 - [Center for Urban Education](#)
 - Consistent community engagement + communication
 - 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
 - [Diversity + Inclusion Self Assessment](#)
 - [SCARF Self-Assessment](#)

Cultural Fluency At The **Structural** Level

- Reading Resources
 - [Understanding Structural Racism](#)
 - [Talking About Race, Toward a Transformative Agenda](#)
 - [Understanding equity-centered capacity-building](#)
 - [Brain-based model for influencing others](#)
 - [Designing agendas to help whole people learn](#)
 - [Understanding stage of team development](#)

Cultural Fluency At The **Structural** Level

- Strategies + Moves to Practice/Engage/Share
 - 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](#)
 - Play an [inclusive story-sharing game](#) (S.P.A.R.K.) as a way to counteract unconscious bias

Cultural Fluency At The **Structural** Level

- Strategies + Moves to Practice/Engage/Share
 - Host gatherings, [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
 - 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

Cultural Fluency At The **Structural** Level

- Strategies + Moves to Practice/Engage/Share
 - Recruitment/Retention
 - Events scheduled with intentional outreach
 - Social support
 - Academic support
 - Personalized process for acceptance into university/college
 - Middle-School / High-School outreach
 - Partnerships, Youth events, retreats, and affinity spaces

Cultural Fluency At The **Structural** Level

- Strategies + Moves to Practice/Engage/Share
 - Facilitation Protocols
 - [World Café](#)
 - [Collective Story Harvest](#)
 - [Timeline activities](#)

Cultural Fluency At The **Individual** Level

- Diagnostic Tools
 - [Johari window](#)
 - [Implicit bias test](#)
 - [SCARF self-assessment](#)
 - [SPARK Framework](#)
 - [Facilitation rubric](#)

Cultural Fluency At The **Individual** Level

- Reading Resources
 - [Lead with listening](#)
 - [Constructivist Listening](#)
 - [What Unconscious Bias Has To Do With Decision-Making](#)
 - [Reflections on Race, John Powell](#)
 - [Unpacking whiteness + white-privilege](#)
 - [Understanding and Dismantling Racism: A Booklist for White Reader](#)

Cultural Fluency At The **Individual** Level

- Reading Resources
 - [So You Want To Talk About Race](#) (book)
 - [Crucial Conversations](#) (book)
 - [Courageous Conversations About Race](#)
 - [Listening Leader](#) (book)
 - [Forbes on Building Trust Through Listening](#)

Cultural Fluency At The **Individual** Level

- Reading Resources
 - [Why have coaching conversations for equity](#)
 - [Coaching for equity from the inside out](#)
 - [Unconscious bias in schools](#)
 - [Stereotype threat](#)

Cultural Fluency At The **Individual** Level

- Strategies + Moves to Practice/Engage/Share
 - [Practice intentional listening](#)
 - [Set up team norms/goals/agreements](#)
 - Facilitation Techniques, Protocols, and resources:
 - [Facilitating conversations on race - The Fundamentals](#)
 - [Fostering Dialogue Across Divides](#)

Cultural Fluency At The **Individual** Level

- Strategies + Moves to Practice/Engage/Share
 - Protocols
 - [World Café](#)
 - [Fishbowl protocol](#)
 - [KIVA protocol](#)
 - [Collective Story Harvest](#)
 - [Discussion protocols](#)
 - [Personal experience panel](#)

Cultural Fluency At The **Individual** Level

- Strategies + Moves to Practice/Engage/Share
 - Techniques + Resources
 - [The Art of Facilitation](#)
 - [Empathy Map Exercise](#)
 - Host a [book club](#) or reading group that meets regularly (to unpack some of the readings)

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