Cultural Fluency Resource Guide

This Guide was compiled and created by Rachel Rosen LLC, ©2018, SPARK Leadership.
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)