

Essential Tools for Workforce Development

Self Reflection Tool: Consider where you are on your cultural journey

This resource is part of a series of resources in the online Diversity in Disability Toolkit.

For further information, see:
diversityindisability.org

Use the scale below to rate your familiarity with the culturally and linguistically diverse communities that are in your catchment/s. (1 is the lowest and 5 the highest)

Then complete the reflective questions to understand the CALD capability of your team and areas for further improvement.

What do you consider normal?

Rate your familiarity with CALD Communities in your catchment/s	Not Familiar		Familiar	Very Familiar	
	1	2	3	4	5
Cultural demographics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cultural community hubs and centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cultural leaders and key contact people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language(s) and dialects spoken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fluency of spoken and written English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cultural concepts of and attitude toward disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender norms and roles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious beliefs and practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How to demonstrate respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Reflection

Complete the reflective questions to understand the CALD capability of your team and areas for further improvement.

Are you familiar with the cultural experience and expertise of your staff?

Do you know which languages your staff can speak?

Have you discussed CALD capability with your team?

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Have you undertaken any activities to develop the knowledge and skills of your staff in relation to CALD issues?

Considering the checklist, list the areas you have identified that require more knowledge or experience.

What resources are available to help you?

Who can offer support on your diversity journey? (Consider your organisation and local community)

List 3 steps you will take to improve your cultural knowledge.
