

Leadership for Cultural Diversity

Self-reflection Questions for Organisational Leadership for Cultural Diversity

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

For further information, see:
diversityindisability.org

Are you a leader in your organisation either on a governance Board/Management Committee or in an Executive role such as CEO or Service Director?

If you are, then how well equipped are you and your organisation to respond to cultural diversity and do you have the capacity and competence to be responsive to people from culturally and linguistically diverse backgrounds with disability?

These entry questions are meant to get you to reflect on your current practice, capacity and attitudes to prepare your organisation to be attractive to and responsive to people from CALD backgrounds with disability.

Knowledge

What level of knowledge do you and your organisation have in relation to the diversity of the population you serve?

- Can you identify the top 5 language/cultural groups that are most prominent in your area?
- Do you know what the needs and wants are of these groups in relation to your service set?
- Does your client profile reflect these populations?
- Do you know who to talk to in these groups and communities about their needs and your service's capacity?

If your answer is no to all or most of these questions you do need to consider addressing this area.

In a changing service environment in which person/client centred approaches are becoming the norm, services will need to develop a deeper level of knowledge about the diversity of the community and its specific service needs and wants.

Key to this will be to move beyond numbers and to engage with culturally diverse communities.

Skills

Do you feel that you and your organisation have the skills, know-how and resources to be able to attract and meet the needs of CALD people with disability and their carers?

- Do you have specific budgets or resources to support diversity practice?

- Have you or your organisation given priority to developing diversity skills and resources?
- Does your recruitment, placement and training consider and reflect client cultural diversity?

If the answer is no to these or you are not confident about the extent to which this takes place, you need to consider how to develop the human and other resources to attract and provide services to CALD people with disability.

Attitudes

Is your organisation's culture and service history positive to diversity and intolerant of both direct and indirect discrimination?

- Are attitudes in your workplace to people from diverse cultures positive and is there an anti-racism culture?
- Does management and service practice allow for flexible service delivery to meet diverse needs?
- Is the organisation clear about communicating equity in service delivery and the principle of access for people from all cultures?

If you do have questions or doubts about your workplace culture and negative attitudes to cultural diversity or individual cultures, you will need to address these. Neglecting issues of workplace culture around race and cultural diversity will impair your ability to develop and deliver meaningful person centred approaches where the current and potential client group will be culturally and linguistically diverse.