



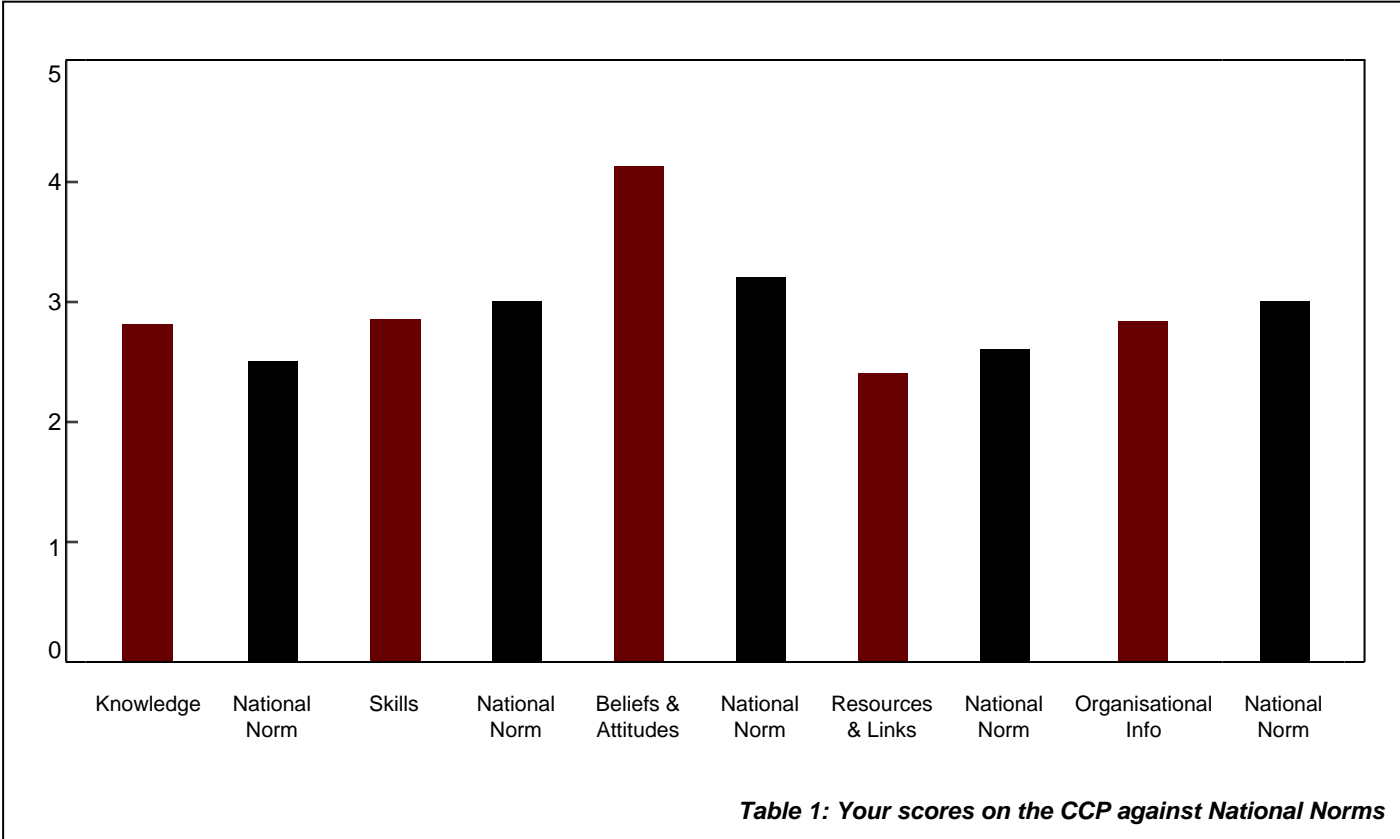
CULTURAL COMPETENCY PROFILE

PLEASE NOTE: The Cultural Competence Profile has been developed in order to provide assistance and feedback to service providers and others who work with Aboriginal people. The aim is to help service providers identify personal strengths and limitations in providing culturally-appropriate services to Aboriginal people. Indigenous Psychological Services (IPS) would like to emphasise that this report is completely confidential and is not designed to compare one person's results with anyone else's results. It is designed to facilitate what has been dubbed *critical self reflection*. That is, the report seeks to promote a process whereby people working with people from indigenous cultures are encouraged to look closely at how they interface with their Indigenous clients and to think about how they might improve their personal capacity to provide culturally appropriate services. No scores (i.e., percentages etc) have been reported. The graphs provided in this report are presented only to illustrate relative strengths and limitations in the areas identified. It is hoped this will help you to focus your energies effectively (in a professional development capacity, for instance) on specific aspects of cultural competencies most relevant to your own day-to-day work. Gaining full cultural competency is a challenging and long-term commitment. We appreciate your time in having completed our questionnaire and hope you find it useful.

Your Cultural Competency Profile

Cultural Competency refers to the capacity to work with Aboriginal people in a way that is sensitive to, and respectful of, Aboriginal cultural beliefs and practices. From a service provider perspective it also includes an ability to recognise and respond to the challenging and marginalised social position that Aboriginal people currently face.

This report is divided into five sections. These sections correspond to the five domains assessed by the Aboriginal Mental Health Cultural Competency Profile (CCP) you completed. These areas include; (1) Cultural Knowledge, (2) Skills and Abilities, (2) Beliefs and Attitudes, (4) Resources and Linkages, and (5) Organisational Influences. Your individual responses to each of these five domains (which formed subscales within the questionnaire) are considered in turn.



The above graph depicts your responses to the five domains of cultural competence. This represents your personal profile of strengths and limitations across the five domains covered by the CCP. Important to note is that this particular graph offers a guide only. There may be many reasons why any one individual scores more or less highly on any of these subscales. With this in mind, the following report is designed to help identify specific reasons for an individual's unique pattern of responses. For the purposes of this report, each one of the five domains has been divided into more specific areas of cultural competence relevant to that domain. These areas are outlined in Figure 1. Note that the subscale scores have been rescaled to a score ranging from 1 to 5 inclusive. Higher scores correspond to higher levels of knowledge, skills, competency etcetera.

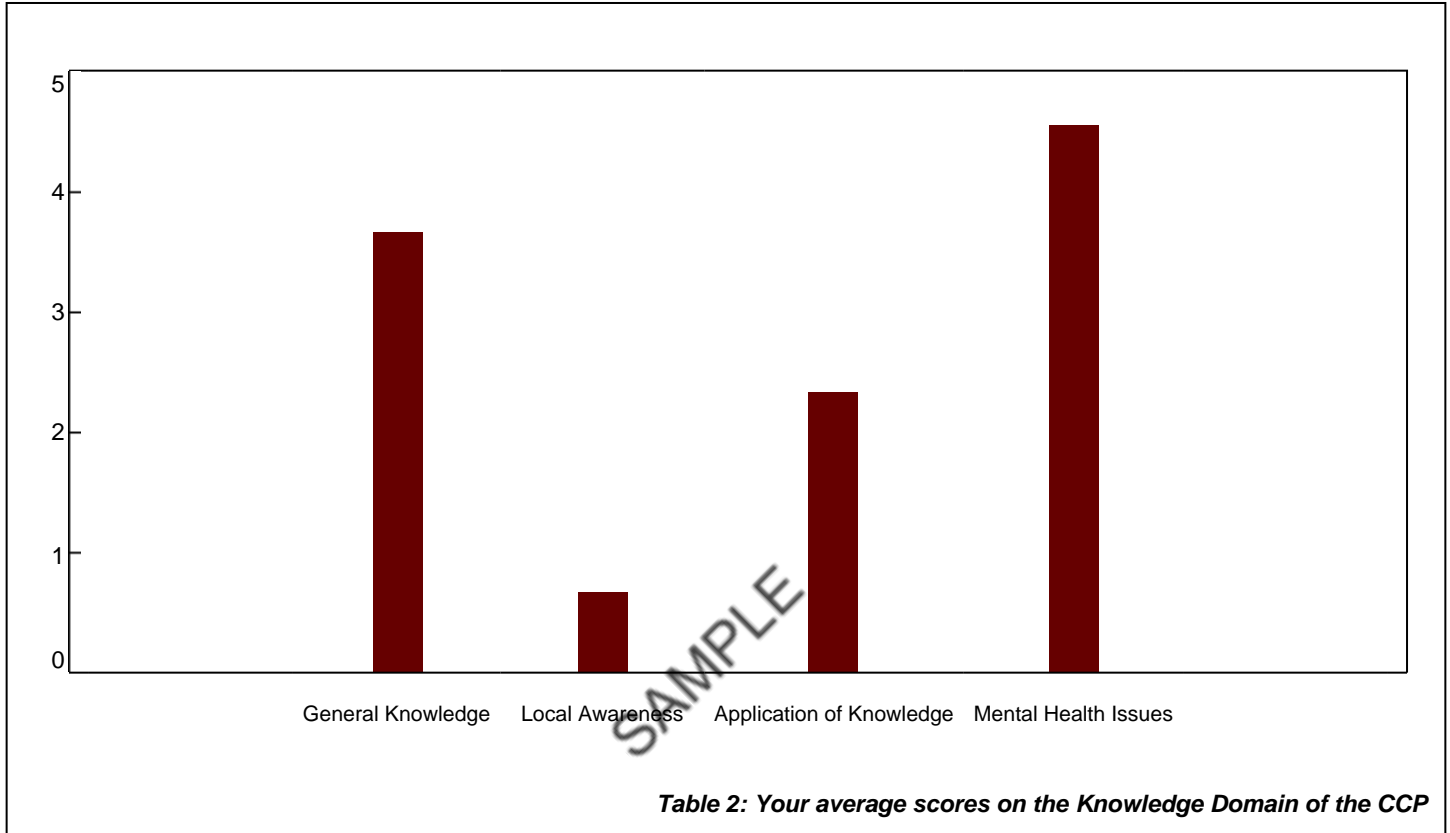
In referring this graph you will notice that there are two columns. The first column provides your AVERAGE score across the five domains of cultural competency. The second column shows the AVERAGE score achieved by those working in the Aboriginal mental health field across Australia. IPS has sampled close to 2,000 people in the Aboriginal mental health field and this second column represents the average score achieved across each area of cultural competence. This column is useful as it enables you to compare how you are going in comparison to others in the field.

DOMAIN	SUBDOMAIN
<i>Cultural Knowledge</i>	General Cultural Knowledge Local Awareness Application of Knowledge Mental Health Specific Knowledge
<i>Skills and Abilities</i>	Contact Training Engagement Intervention Assessment Appropriateness Counselling
<i>Attitudes and Beliefs</i>	Connectedness Cultural Competency Continuum
<i>Resources and Linkages</i>	Resources Linkages
<i>Organisational Influences</i>	Support Policies and Procedures Access

Figure 1: Domains and Subdomains of the CCP (Westerman, 2003)

CULTURAL KNOWLEDGE DOMAIN

Cultural knowledge refers to an individual's understanding of the specific cultural practices of Aboriginal people. Due to the diversity within and across Aboriginal communities, proficiency in cultural knowledge means a good awareness of local communities and their customs and practices. The Cultural Knowledge domain looks at general cultural knowledge, local awareness as well as how consistently (and comfortably) this knowledge and awareness are applied in your day-to-day work with Aboriginal people. It also assesses a dimension of cultural knowledge related specifically to Indigenous mental health issues.



GENERAL CULTURAL KNOWLEDGE SUBDOMAIN

General Cultural Knowledge refers to an understanding of assimilation as a policy, alliances among Aboriginal people, and how Aboriginal people define their social, cultural, sexual, physical and spiritual relationships.

Your scores on the items relating to assimilation suggest that you have an above average level of cultural competency in this area. This indicates that whilst you are likely to have an excellent understanding of the complexity of how Aboriginal people construct relationships and alliances within and across groups of Aboriginal people. This ensures that you will be generally fairly confident in your own ability to make sense of cultural relationships as defined by 'skin' or 'clan' structures and effective engagement in this process will therefore not impact at the individual and/or community levels. Your results indicate that there has most likely been a good degree of exposure to these concepts, and within this, there is also most likely a desire to learn more about these relationships. Importantly, there needs to also be a desire to respect these relationships and defer to local Aboriginal people always to guide you through these relationships, regardless of whether you are Aboriginal or not.

It is likely that you are aware that Aboriginal people define their social, cultural, sexual, physical and spiritual relationships in a non-mainstream, non-biologically based manner. For instance, brothers, sisters, cousins can be found based on skin groups and are not necessarily always biologically based. If you are of the same 'skin' then Aboriginal people can define brothers and sisters based on this, rather than in a mainstream, nuclear family manner. This is positive in that the likelihood of you operating in a culturally unsafe way will be at least minimised. Importantly, it will also directly impact at the level of your own confidence in interacting with Aboriginal clients, and in knowing who are the key people with whom you need to communicate with in order to assist your client.

Your score indicates that you have an excellent or above average understanding of the meaning of assimilation as a policy