



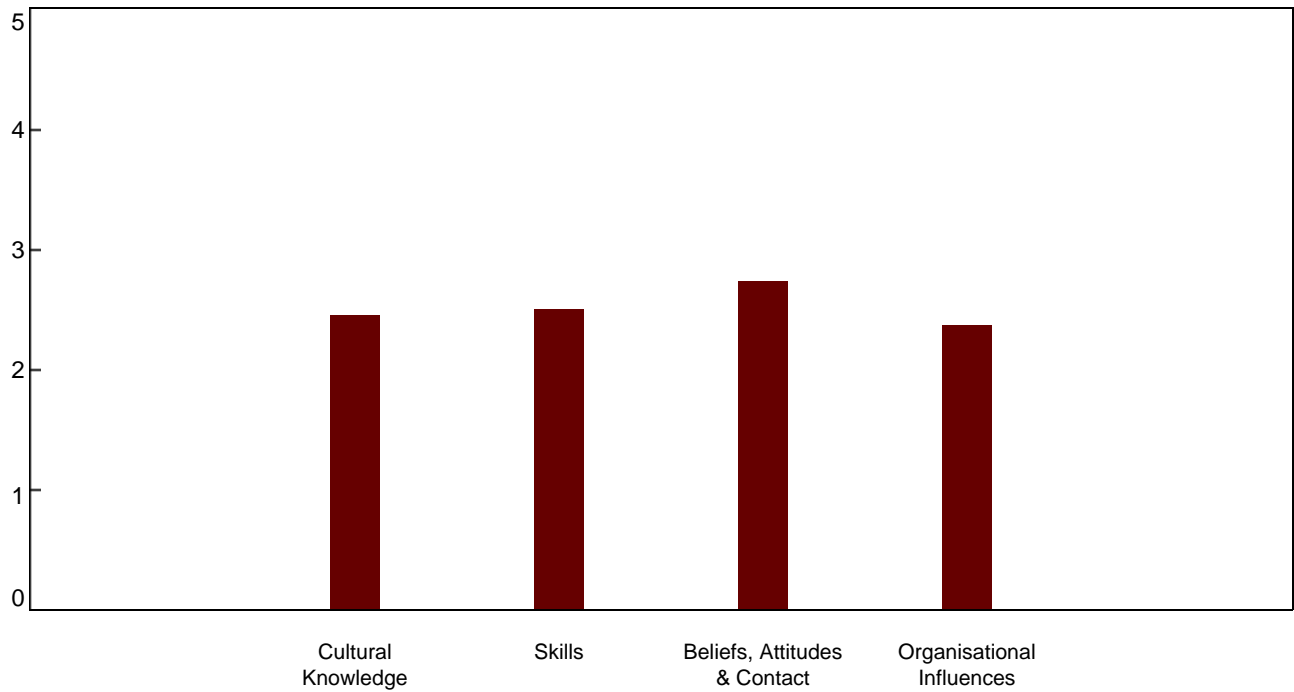
# GENERAL CULTURAL COMPETENCY PROFILE (GCCP) FOR ABORIGINAL AUSTRALIANS

## Introduction

The Cultural Competence Profile has been developed in order to provide assistance and feedback to those who work with Aboriginal people. The aim is to help individuals 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" or insight. That is, the report seeks to promote a process whereby those who work with Aboriginal people are encouraged to look closely at how they interact with Aboriginal people and to think about how they might improve their ability to be culturally appropriate. 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.

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 four sections. These sections correspond to the four areas of cultural competency as determined by Westerman (2010) using the General Cultural Competency Profile for Aboriginal Australians (GCCP) that you have just completed. These areas include; (1) Cultural Knowledge, (2) Skills and Abilities, (3) Beliefs, Attitudes and Encounters, and (4) Organisational Influences. Your individual responses to each of these four domains of cultural competence will be considered in this report,



**Table 1: Your individual scores across each cultural competency domain**

The above graph depicts your responses to the four areas (domains) of cultural competence. This represents your personal profile of strengths and limitations across the four domains as assessed by the GCCP. 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 four domains has been divided into subdomains in order to provide more specific feedback to you in relation to areas in which more focus is required for your future cultural learning. These areas are outlined in Table 1 below. Note that the domain scores have been rescaled to a score ranging from 1 to 5 inclusive. Higher scores correspond to higher levels of cultural competency across the areas of cultural knowledge, skills, attitudes, beliefs et cetera.

<b>DOMAIN</b>	<b>SUBDOMAIN</b>
<i>Cultural Knowledge</i>	Local Cultural Knowledge General Cultural Knowledge Application of Knowledge Health and Wellbeing Knowledge
<i>Skills</i>	Cultural Training and Awareness Communication Skills Engagement Skills
<i>Beliefs, Attitudes and Contact</i>	Contact and Encounters with Aboriginal people and communities Beliefs and attitudes about working with Aboriginal people
<i>Organisational Influences</i>	Implementation of cultural policies, procedures and programs to guide staff Capacity and Commitment to creating a diverse and culturally appropriate workplace

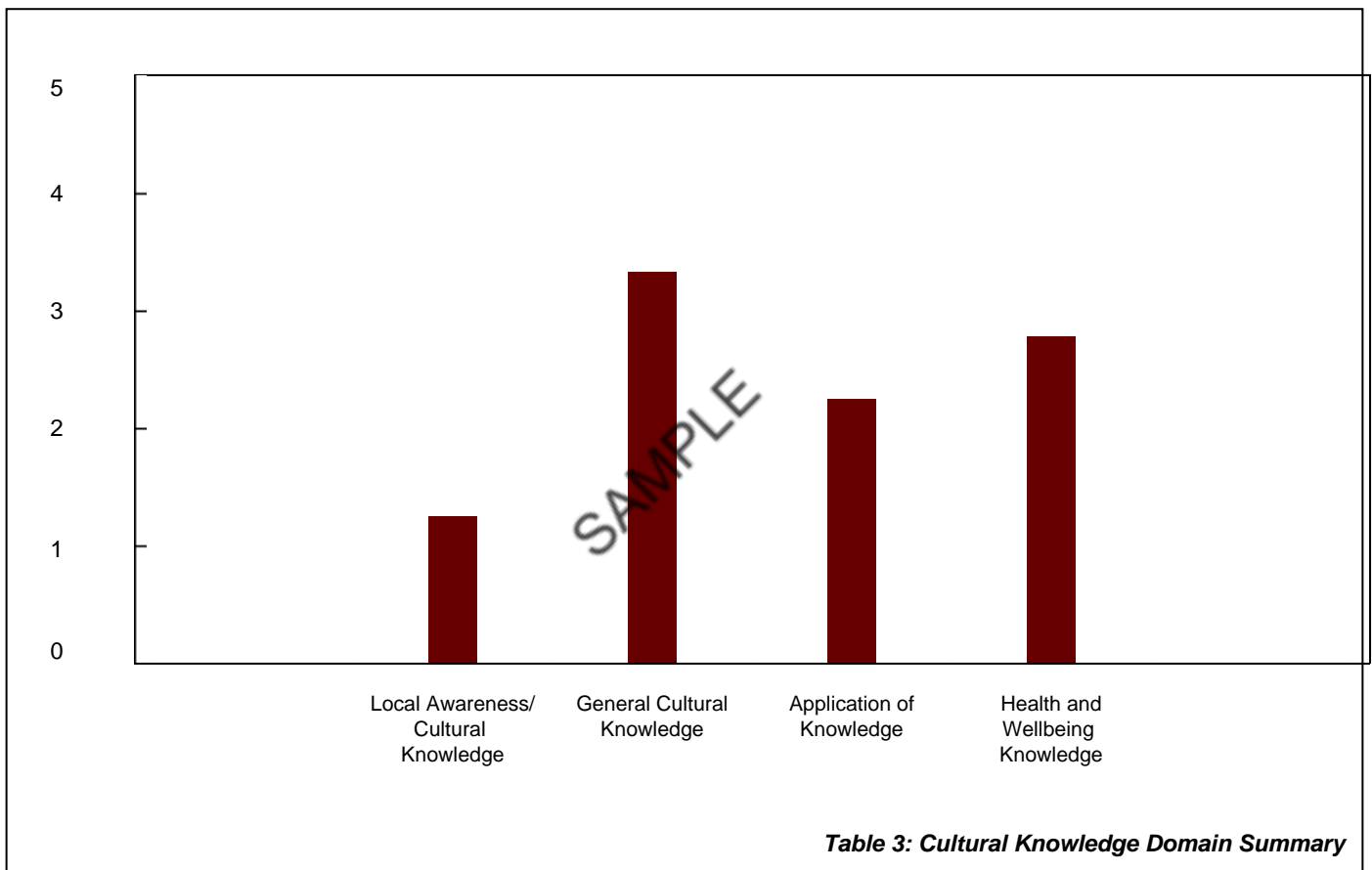
**Table 2: The domains and subdomains of the Cultural Competency Profile for Aboriginal Australians**

## 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. Overall the Cultural Knowledge domain looks at how consistently (and comfortably) this knowledge and awareness are applied in your day-to-day work with Aboriginal people. 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.

The Cultural Knowledge domain has four subdomains all of which are essential to being able to work at a competent cultural level with Aboriginal people. These subdomains include; (1) Local Cultural Awareness/Knowledge; (2) General Cultural Knowledge, and (3) Application of Knowledge, and (4) Health and Wellbeing Knowledge.

Your scores on the Cultural Knowledge domain and four subdomains will now be discussed.



### LOCAL AWARENESS/CULTURAL KNOWLEDGE SUBDOMAIN

In looking at the local awareness/cultural knowledge subdomain, it is important that there is a strong awareness of local cultural issues of relevant to Aboriginal people. The diversity of Aboriginal culture means that what may be relevant for one Aboriginal group may not necessarily be relevant for another. For example, many Aboriginal communities were relocated due to past government policies of assimilation - this has led to significant distress for those people who do not live on their traditional land or community. Many of the cultural ceremonies can often therefore not occur. Having knowledge of whether this particular general policy has impacted upon local Aboriginal people is therefore fairly essential to your future work with Aboriginal people. Local cultural knowledge primarily refers to an understanding of specific aspects of local culture including the different dialects and languages spoken and cultural practices amongst Aboriginal people within the area.

Your score on the Local Awareness subdomain indicates that your awareness of local Aboriginal culture is at the lower end of cultural competency. This indicates that you are likely to have a very low level of awareness of the different language groups and/or dialects that exist in the area that you work in and are therefore likely to have had limited exposure to Aboriginal cultural practices. You will struggle to make sense of the different cultural practices across Aboriginal groups and probably have a view