

SUMMARY AND RANKINGS OF REVIEWED ORGANIZATIONAL SELF ASSESSMENT INSTRUMENTS

Each of the instruments were reviewed utilizing a self created rating scale that assisted in identifying 8 criterion established by the Cultural Competency Committee as being essential to this project. The criterion was developed after committee members discussed and reviewed the State of California Department of Mental Health Cultural Competence Plan requirements. Reviewers then provided recommendations and a final selection was made based on the overall information that was gathered.

1. Cultural and Linguistic Competence Policy Assessment; National Center for Cultural Competence; Georgetown University Center for Child and Human Development

SUMMARY: This instrument addresses all 8 criterion as well as provides a comprehensive guide to assist organizations in planning and implementing the self assessment. The instrument itself is well researched and originates from one of the leading authorities in cultural competency issues. This instrument takes 30 minutes to administer and can be administered to all levels of personnel.

2. Cultural Competence Self Assessment Questionnaire; Portland State University

SUMMARY: This instrument was originally designed for use in child and adolescent mental health systems. Its strength is based on its goal of helping improve service delivery. It takes 20-30 minutes to complete, but for some may take up to 60 minutes. When all the data is analyzed, the subscales provide information to an organization for establishing training and policy procedural priorities. Although this instrument is highly ranked, it lacks in its original design to address adults in the mental health system. Additionally, it does not contain a timeline/operational manual. This instrument ranked second out of the 6 instruments reviewed.

3. Cultural Competency: Measurement as a Strategy for Moving Knowledge into Practice in State Mental Health Systems: National Association of State Mental Health Program Directors

SUMMARY: Although this instrument contains many strengths, it lacks the ability to clearly measure line staff needs, disparities and some staff would not be able to answer all the questions. This instrument was recommended with reservations.

4. Cultural Competency Assessment Scale with Instructions: Nathan S. Kline Institute for Psychiatric Research; Center for the Study of Issues in Public Mental Health

SUMMARY: This instrument met 6 out of the 8 criterion. However, it lacked strength in the areas of addressing policy making philosophy, access to services of all groups and service delivery. It also requires 60 minutes to administer the instrument, which seemed too long for staff to complete.

5. One Size Does Not Fit All: Meeting the Healthcare Needs of Diverse Populations; Hospitals, Language and Cultural Project, The Joint Commission

Although this instrument is comprehensive and generates rich data, the main drawback with this instrument is that it would take 1-2 hours to complete. It does not address cultural competency as it relates to clinical and management practices, it is most appropriate for a hospital setting rather than a mental health agency, and its focus is on administration, not line staff.

6. Cultural Competency Assessment Tool: Vancouver Ethno Cultural Advisory Committee of the Ministry for Children and Families; British Columbia

SUMMARY: Although this instrument addresses 7 out of the 8 criterion, it addressed each area in generalities. The instrument did not go far enough in addressing disparities, cultural competency as a specific entity or cultural representation within organizations. It also does not assess in specific terms the practices of line staff. One last drawback with this instrument is that it could potentially take 60 minutes to complete.