



# Checklist to Facilitate Cultural Competence in Community Engagement

Excerpt from Policy Brief 4- Engaging Communities to Realize the Vision of *One Hundred Percent Access and Zero Health Disparities: A Culturally Competent Approach*

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## Community Engagement: Policy Implications for Primary Health Care Organizations

Health care organizations should give careful consideration to the values and principles that govern their participation in community engagement. This checklist is designed to guide them in developing and administering policy that supports cultural and linguistic competence in community engagement.

Does the health care organization have:

- A mission that values communities as essential allies in achieving its overall goals?
- A policy and structures that delineate community and consumer participation in planning, implementing and evaluating the delivery of services and supports?
- A policy that facilitates employment and the exchange of goods and services from local communities?
- A policy and structures that provide a mechanism for the provision of fiscal resources and in-kind contributions to community partners, agencies or organizations?
- Position descriptions and personnel performance measures that include areas of knowledge and skill sets related to community engagement?
- A policy, structures and resources for in-service training, continuing education and professional development that increase capacity for collaboration and partnerships within culturally and linguistically diverse communities?
- A policy that supports the use of diverse communication modalities and technologies for sharing information with communities?
- A policy and structures to periodically review current and emergent demographic trends to:
  - Determine whether community partners are representative of the diverse population in the geographic or service area?
  - Identify new collaborators and potential opportunities for community engagement?
- A policy, structures and resources to support community engagement in languages other than English?