7 COMPONENTS FOR DEVELOPING CULTURALLY RESPONSIVE APPROACHES
to serving diverse populations

The Need

As the U.S. population grows increasingly diverse, a culturally responsive approach is essential. Still, it can feel daunting to implement and practice culturally responsive approaches, especially when starting from scratch. Here are seven components that serve as the foundation to creating strong culturally responsive programs. Developing Culturally Responsive Approaches to Serving Diverse Populations: A Resource Guide for Community-Based Organizations offers specific resources to put these ideas in practice.

Seven Key Components

1. Defining cultural competency

2. Choosing interventions

3. Needs assessment

4. Measurement

5. Collaborations

6. Workforce diversity

7. Budgeting

www.HispanicResearchCenter.org   info@HispanicResearchCenter.org   @NRCHispanic   National Research Center on Hispanic Children & Families

The Key COMPONENTS

#1 Defining Cultural Competence

Cultural responsiveness can look different across organizations. What it looks like for you will depend on your organization's goals and the people it serves. Most definitions include three dimensions: knowledge, skills, and organizational supports.

#2 Choosing Interventions

Using evidence-based programs (EBPs) can improve outcomes, but they need to be designed to meet the needs of your population. Fortunately, more EBPs are being tailored and tested to match different cultural norms and practices.

#3 Needs Assessment

Needs assessments guide program planning, but full and accurate information is needed. Carefully plan data collection to foster trust between your organization and the community.

#4 Measurement

When using surveys, interviews, and other tools, check that they are appropriate for the target community. The way these tools are designed and administered can affect respondents' comfort, trust, and, therefore, data quality.

#5 Collaboration

Partnerships can improve service delivery, especially when capabilities complement each other. For example, research organizations can offer technical expertise while local groups offer insight and connections into the community being served.

#6 Workforce Diversity

A diverse staff can help support culturally responsive delivery. When hiring, consider staff's characteristics, experiences and training related to the service community. Capacities can also be built over time through training and resources.

#7 Budgeting

Being culturally responsive requires time and resources to do well. More funding opportunities ask applicants to consider and describe how funds will be used to develop infrastructure and practices that best meet their population's needs.