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

Adapted from "Developing Culturally Responsive Approaches to Serving Diverse Populations: A Resource Guide for Community-Based Organizations" by Michael López, Kerry Hofer, Erin Bumgarner, and Djaniele Taylor. Designed by Claudia Vega.

This publication was made possible by Grant Number 90PH0025 from OPRE. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of OPRE, ACF, or HHS.
#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.