**Building Cultural Competence Training**

**For Leadership Team Members of**

**MINDSOURCE Brain Injury Network**

**Summary of Report and Recommendations**

**November 2017**

Training provide by: Spring Institute for Intercultural Learning

**Workshop Participants:** Regina Rodriguez, Heather Walker, Max Winkler, Gavin Attwood, Sena Harjo, Helen Morgan, Judy Dettmer, Melissa Herrera, Karin Ferrington, Liz Gerdeman

**Workshop Goals:**

* To become aware of your individual diversity and how it affects your interactions
* To explore different cultural values and how they impact your worldview
* To increase awareness of implicit bias and privilege and their connection to systemic inequity
* To consider what your organization could focus on to exemplify greater cultural competency

**Recommendations and Outcomes:**

* Revisit our Policies and procedures and with a Cross-Cultural Lens
  + Do a thorough top-to-bottom review of existing policies and look at:
  + Gaps in inclusivity
  + Opportunities to increase flexibility
  + Re-examining literacy levels of policies (that could encourage participation)
  + Develop process and procedures that enhance and respect cultural inclusivity, sensitivity and competence.
* Expand funding for staff and contract training.
  + Build cross-cultural considerations into already existing and scheduled meetings
* Create a Cultural Competence and Inclusion Advisory Committee that monitors and supports ongoing efforts. Consider new models for advisory bodies: Blend of BIAC staff, Board members, executive management (MINDSOURCE and BIAC) and Consumer group of rotating members (possibly recent or past recipients of support)
* Incorporate cultural competence into the mission/vision statement
* Leverage existing staff in offering extended hours
* Build this into our Strategic Plan(s)
* Develop different (culturally appropriate) strategies to reach different populations:
  + Social media & create a comprehensive approach for community outreach