



LOOKING BACK: A Self-Reflection

Cultural Competence Worksheet

FIRST THOUGHTS: WHEN KEEPING IT REAL GOES WRONG

1. One of the basic principles of the National Coalition Building Institute's (NCBI) diversity training model is that we all carry records of misinformation about people who are different than we are. If we don't confront this misinformation it keeps getting triggered, unconsciously, when we meet folks (Brown and Mazza, 35). For example some of the first thoughts that we have been taught are: women shouldn't be in charge, Jews are controlling, black men are dangerous, etc.

Challenge: *Choose a group that you would like to work on for your own first thoughts:*

- What were some of your first thoughts about this group?
 - Think of a situation in which some of your negative first thoughts about a person's group might get in the way of your building an effective relationship with that person.
2. Another core NCBI principle is that guilt is the glue that holds prejudice in place, meaning that rather than turning our energies outward so that we confront our prejudices, we instead direct our own bad feelings inward (Brown and Mazza, 3). Feeling bad does not help us confront our prejudices.

Challenge: *Think back to a time when you said something hurtful or oppressive about another group and you were condemned for the comment.*

- Describe what happened
 - How could the person have approached you that would have made you less defensive?
3. Underneath every oppressive comment is some form of hurt – another NCBI principle. This challenges us to be reflective rather than reactive.

Challenge: *Think of an example of an oppressive comment you have heard in the past year. What hurt might lie underneath the comment that might be fueling the oppressive mark (Brown and Mazza, 50).*

These exercises are from *Leading Diverse Communities: A How-To Guide for Moving from Healing Into Action* by Cherie Brown and George Mazza, Jossey-Bass, 2005.

