



AMERICAN INDIAN/ALASKA NATIVE SUSTAINABILITY SELF-ASSESSMENT TOOL (CONTINUED)

- Youth groups and family organizations have marketable skills needed by community organizations that sustain their involvement.
- Youth groups and family organizations have partnered with community organizations to gain financial and philosophical support.
- Youth are supported by other youth through youth groups and peer mentoring.
- Other family members and the family organization support families.

Cultural competence

- Tribal people help to plan and implement effective, appropriate, and acceptable services.
- Tribal organizations and other tribal community groups are involved in providing services, developing the service array, and advising providers.
- Recruitment and hiring of staff is conducted in a way that staff fit with the cultural background of the children/families served.
- Staff training in cultural competence is conducted for all staff and volunteers at all levels on an ongoing basis.
- Youth and family culture and background are assessed in service planning, including things that are important to them such as spirituality, religion, tribal culture/traditions/beliefs, family traditions, community definition of wellness, beliefs about health and illness, and sexual orientation.
- Services are adapted to respond to the cultural perspective of each child, youth, and family.
- A mission statement is in place that articulates principles, rationale, and values for providing culturally and linguistically competent services and supports.
- Processes to systematically review policies and procedures are in place to assess how they support the consistent delivery of culturally and linguistically competent services to tribal families.
- Policies and procedures are in place to periodically review the current and emergent demographic, sociocultural, economic, organizational, institutional, and political trends in the geographic area.
- Requirements are established that contracting procedures, funding proposals, and requests for services include performance criteria for culturally and linguistically competent practices.
- Dedicated structures (e.g., committees, task forces, work groups) are in place with the charge to facilitate the infusion of cultural and linguistic competence elements at all levels of the organization.
- Cultural learning for all staff is designed on an individualized basis to include self-assessment of knowledge of the tribal community, guidance and appropriate exposure to the spiritual and cultural values of the community, participation in cultural and community events, formal training (e.g., workshops, courses, seminars, etc.), and use of cultural brokers, spiritual guides, and other community consultants.
- Key documents are translated into languages that are predominant in the community, especially documents that must be signed or have legal or service access implications (including implications for confidentiality).
- Marketing materials positively reflect the cultural strengths of the community.
- Appropriately trained interpreters (e.g., in mental health and interpretation) are on staff or on call for face-to-face and telephone interpretive services.
- Leadership toward change is evident at policy, administration, practice, community, and family levels.

Continued on next page