

## **Draft Guiding Principles for Cultural and Linguistic Competency in Family Organizations**

- People first language.
- Policy and procedures that reflect cultural competence. An evolving process.
- Address cultural and linguistic competence within your budget.
- Preservation of Difference.
  - Making room at the table.
  - Allow people to change.
  - Celebrating differences.
- Individualize cultural competence.
- Respect, Honor, Strengths
  - Preserving tradition
  - Dignity
- Perspectives
  - Organizations should reflect the culture of own community. Research around culture and demographic of each state.
  - Articulate the learning and the teaching around the process of becoming culturally competent.
- Recognition of strengths of:
  - Individual
  - Family
  - Community
- Honoring self identified strengths
- Involving families naturally promotes cultural competence.
- Broaden your perspective of diversity.
- Seek out more partnerships to do this work.
  - Ethnic population
  - Faith-based
  - Gay/lesbian
- Foster Leadership that involve people with different beliefs, values and practices.
- Support the development of youth leadership, self-advocacy and as advocates for other youth.