## **Public Health Grant Writing Workshop - Handout**

## **Cultural Sensitivity**

When your agency attempts to be culturally sensitive, it may make accommodations for age, race, ethnic background, cultural background, disability, sexual orientation, level of literacy, and gender

Note the following list of ways to be sensitive to the needs of the target group.

<u>Location</u> of facility is in close proximity to where the target group resides.

<u>Physical facility</u> reflective of target group home environment (posters on wall, pictures, architecture, furniture selection, ramps for wheelchairs)

Agency has past experience in working with the target group.

Agency has staff that is reflective of the target group.

Staff is alert to their <u>own cultural beliefs</u>. This information is included in decision making within the "multi-belief" program.

Administration and staff have <u>ongoing exposure</u> to cultural sensitive learning experiences (workshops, staff discussions, supervisory component).

Different <u>language accommodation</u> is available. (staff is multi-lingual, translators are available). Also, concern for language nuances of individual communities should also be documented)

<u>Materials</u> (handouts, audio-visuals, training guides, promotional material) are appropriate to age, gender, culture and level of literacy.

The narrative in the grant describes a clear understanding of the <u>cultural history</u> of the area, and specifically of the of the target group.

<u>Evaluation</u> instruments and method of collecting data are sensitive to age, gender and culture.

<u>Target group has input</u> in the development, direction and evaluation of the program plan.

Agency is familiar with cultural influences that may affect the <u>implementation</u> of the proposed plan.