

Promoting Cultural Competency & Diversity in Mentoring Toolkit Feedback Questionnaire

Caliber, an ICF International Company, in partnership with MENTOR/National Mentoring Partnership (MENTOR) and national mentor expert Dr. Jean Rhodes, have developed a prototype of a toolkit of practical information to assist mentoring programs in promoting cultural competence and diversity that you have recently reviewed. The purpose of this form is to generate feedback on the usefulness of the toolkit and how it can be improved. Please read the questions below carefully and respond candidly. Thank you in advance for your time.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number, which is XXXX-XXXX. The time required to complete this information collection is estimated to average **15 minutes** per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. Please allow 15 minutes to complete the entire survey as you will not be able to save your answers and return to the survey later. Your responses are **confidential**, and will only be viewed by Caliber project staff.

For ease in responding to the following questions, we provide definitions of cultural competence and diversity:

According to the National Center for Cultural Competence (1998, modified from Cross et al., 1989) **“cultural competency is a defined set of values and principles, reflected in demonstrated behaviors, attitudes, policies, and structures within an organization that enables staff to work effectively cross-culturally.”** (<http://www.ncccurrecula.info/culturalcompetence.html>).

As defined by the Associated Students of University of Oregon (n.d.), diversity means understanding, recognizing, and promoting individual differences in multiple ways, including: “...race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.” <http://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html>

1. On a scale of 1–5, 5 being the highest, how would you rate the following statements overall?

| Statement | Low | | | | High |
|---|-----|---|---|---|------|
| This toolkit is <u>useful</u> in meeting the objective of promoting cultural competence and diversity within program mentors and staff. | 1 | 2 | 3 | 4 | 5 |
| This toolkit is <u>effective</u> in helping our program’s mentors and staff meet the needs of racially/ethnically diverse mentees . | 1 | 2 | 3 | 4 | 5 |
| This toolkit is <u>useful</u> in meeting the objective of recruiting minority mentors, primarily African American , within our program. | 1 | 2 | 3 | 4 | 5 |
| The toolkit format options (paper/books, CD, DVD, Web site) are <u>easy</u> to use. | 1 | 2 | 3 | 4 | 5 |
| Toolkit module topics are <u>relevant</u> to achieving the objective of promoting cultural competence and diversity within our program. | 1 | 2 | 3 | 4 | 5 |
| The types of materials offered in each module are <u>helpful</u> in meeting the objective of promoting cultural competence and diversity within our program. | 1 | 2 | 3 | 4 | 5 |

| Statement | Low | High | | | |
|---|-----|------|---|---|---|
| The content within this toolkit is comprehensive yet flexible enough to be tailored to meet changing needs and maintain its relevance in the near future. | 1 | 2 | 3 | 4 | 5 |
| Additional materials (handbooks/guides, sample presentations, flyers/pamphlets) will be necessary for our program to support and build upon the more general module information in this toolkit. | 1 | 2 | 3 | 4 | 5 |

2. Is the toolkit missing anything you feel is important in supporting your program’s objective to promote cultural competence and diversity?

- Yes*
- No*

If **yes**, please explain what you believe should be included: _____

If **no**, what is the most effective tool within this toolkit that promotes cultural competence and diversity? _____

3. In what ways could the toolkit be improved?

- Different modules*
- More modules*
- Less modules*
- More detailed/comprehensive module information*
- Different types of information tracking*
- Different supporting materials*
- Other*

If you selected any of the above, please provide more information below: _____

Is there any way in which this toolkit could be designed and developed to increase its relevance and effectiveness for **your program**, in addition to what you have indicated in the previous questions?_____

We know that your time is valuable, and we greatly appreciate your responses to this survey.

Thanks for your participation!