



# Cultural Competence: How Skilled Are Students Across Majors?



Cultural competence has been identified by institutions of higher learning as a *primary competence* for students entering an increasingly diverse and advanced global job market (Peifer, Chambers, & Lee, 2017).

## Purpose/Objectives

- Describe the self-perceived cultural competence of AELC 4424 students
- Describe location on Cross's CCC based on self-ratings/written responses
- Compare perceived cultural competence among School of Human Sciences majors (AELC/AgSci, FDM, and HDFS)

## Theoretical Framework

Cross's Cultural Competence Continuum (CCC) (Cross, Bazron, Dennis, & Isaacs, 1989)

- cultural destructiveness (-)
- cultural incapacity
- cultural blindness
- cultural pre-competence
- cultural competence
- cultural proficiency (+)

## Methodology

- Mixed Methods Design
- 60 Undergraduate Participants: AELC/AgSci ( $n = 19$ ), FDM ( $n = 18$ ), HDFS ( $n = 23$ )
- Completed pre-/post-researcher-developed Cultural Competence Self-Assessment
- Data triangulation for themes, descriptive statistics (SPSS v. 24)
- Alignment of self-ratings on Cross's CCC

## Alignment/Findings

- Converted to 10-point scale: destructiveness (1-2), incapacity (3-4), blindness (4-5), pre-competence (5-7), competence (7-8), and proficiency (9-10).
- Majority themed as pre-competence ( $n = 26$ )
- More non-AELC/AgSci themed as cultural competence
- Slight misalignment between self-ratings on Cross's CCC

## Conclusion/Recommendations

- Further training needed on how cultural competence can be used in their respective career fields
- More non-AELC/AgSci themed as *cultural competence* necessitates a closer look at how cultural competence education is embedded in School of Human Sciences' coursework for intervention development and future research

## References

- Cross, T. L., Bazron, B. J., Dennis, K. W., & Isaacs, M. R. (1989). *Toward a culturally competent system of care: A monograph on effective services for minority children who are severely emotional disturbed*. Washington, DC: Georgetown University Child Development Center. Child and Adolescent Service Program Technical Assistance Center.
- Peifer, J. S., Chambers, K. L. & Lee, E. M. (2017). Examining the role of structural diversity in intercultural competence. *International Research and Review: Journal of Phi Beta Delta Honor Society for International Scholars*, 7(1), 1-10.