



## **Central State Community Services**

### **Cultural Competence and Implicit Bias Test**

First Name \*

Last Name \*

Today's Date

Worksite Location \*

1. What is cultural competence? \*

- ☐ Ability to speak multiple languages
- ☐ Ability to interact effectively with people of different cultures
- ☐ Following strict rules and procedures

2. What are implicit biases?

- ☐ Unconscious attitudes or stereotypes that affect our understanding and decisions
- ☐ Conscious attitudes towards others
- ☐ Only present in individuals with specific backgrounds

3. How can direct support staff address implicit bias? \*

- ☐ Avoid interacting with clients from different cultural backgrounds
- ☐ Ignore it and continue providing support
- ☐ Self-awareness, education/training, and seeking feedback

4. What are some potential consequences of implicit bias in a support setting? \*

- ☐ Enhanced trust and rapport with individuals

- ☐ Reinforcing stereotypes and prejudices
- ☐ Improved communication with individuals

5. Why is cultural competence important for direct support staff when interacting with co-workers? \*

- ☐ To avoid discussing cultural differences in the workplace
- ☐ To exclude co-workers who are from minority cultural backgrounds
- ☐ To promote understanding and collaboration among team members from diverse backgrounds

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