

Ranking core components for cultural-specific services

In the exercise below you will rank the strategies your organization's prioritizes in its cultural-specific work. Please read the list below and assign each component a number from 1-16, with **1 being the most important** component for your organization and **16 being the least**. The top 3 ranked components should reflect the core aspects (most important aspects) of the work that your organization does. You will use these top 3 to develop your evaluation plan.

Rank	Component description
	1.1 Organization represents that Latin@'s have different experiences which shape our worldview in unique ways including: gender identity, generational status, religion, biculturalism, indigenous heritage, etc.
	1.2. Organization acknowledges the multiple and intersecting cultures of participants (e.g. Trans culture, deaf culture, biculturalism, transnational, migrant cultures, etc.).
	1.3. Organization defines family broadly to include the diversity of families (e.g. LGBTQ, mixed documentation statuses, extended kin, and transnational families, etc.)
	2.1. Organization incorporates Latin@ cultural worldviews, including the importance of family, the value of children, and the power of sharing their stories in their native language.
	2.2. Organization addresses intersecting issues present in Latin@'s lives (e.g., poverty, racism, immigration stressors, etc.).
	2.3. Organization deeply understands the lived realities of the people whom they work with.
	3.1. Organization promotes collective and community healing.
	3.2. Organization understands the collective trauma within their community (e.g. forced displacement, forced assimilation, subjections to civil and personal violence, coupled with poverty and neglect over many generations culminate to collective experiences of trauma).
	3.3. Organization understands that all oppressions are interrelated, and works to change other systems for which the community interacts (e.g. immigration, child protective services, healthcare, etc.).

Rank	Component description
	4.1. Organization provide spaces where Latin@ culture is positively represented and where they are encouraged to follow their traditions.
	4.2. Organization's leadership reflects personnel from the Latin@ community.
	5.1. Organization engages community and participants to shape their organization and programming.
	5.2. Organization engages in self-reflection on community engagement process.
	6.1. Organization intentionally creates a safe environment, away from discrimination and immigrant enforcement.
	6.2. The pace at which participants' progress through a program should reflect their timing (not ours) in order to enhance building trust and enhance safety.
	6.3. Organization mirrors the collectivist culture by collaborating with other organizations (that are also safe and are trusted by the community) to maximize access to resources.

“Top 3”

Now, go back and circle the items that you ranked 1-3. These are your “top 3” components. You will work with these “top 3” to create your evaluation plan.

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