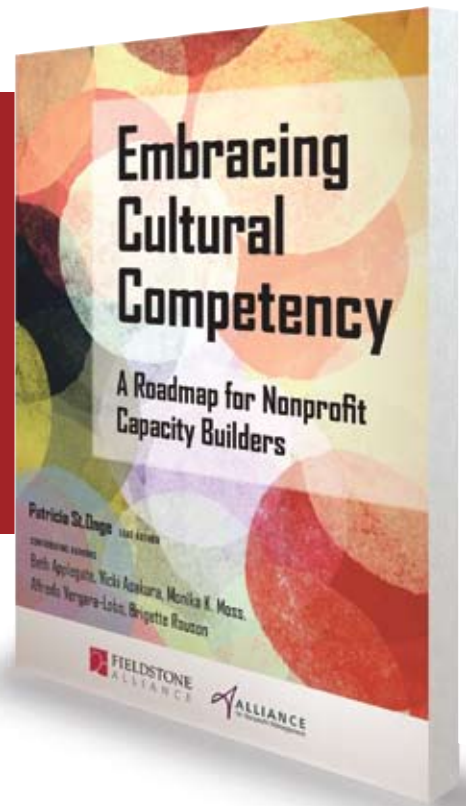


“Real world, first person examples help personalize issues that might otherwise appear abstract to some people. The collection of voices does a great job of providing diverse perspectives and tools. This book is long overdue and goes a long way in addressing many challenges that keep organizations from becoming more successful.”

— Elissa Perry, Principal, Think.Do.Repeat



Embracing Cultural Competency

A Roadmap for Nonprofit Capacity Builders

Lead Author: Patricia St. Onge

Contributing Authors: Beth Applegate, Vicki Asakura, Monika K. Moss, Brigitte Rouson, Alfredo Vergara-Lobo

Insights and Tools to Address Differences Productively

No “how-to” manual exists on cultural competency. And, compared to other topics in nonprofit management, little exists on the skills and strategies needed to address racism and inequity. Building cultural competency is an ongoing journey that nonprofit leaders choose to take because they know the end result will be a more inclusive, connected, and effective organization. Patricia St. Onge and her contributing authors help readers grapple with the urgent issues that can transform capacity builders into change agents in the nonprofit sector.

Embracing Cultural Competency starts the dialogue on how organizations can start building capacity. Nonprofit capacity builders will

- Discover a framework for discussing cultural issues
- Learn about methods, practices, and values that define cultural competency
- Understand the complexities within ethnic communities
- Gain insights into the nature of institutionalized racism and oppressions

Through a range of methods—literature review, personal interviews, peer dialogue, insights of contributing authors—readers get a mosaic of perspectives that surround cultural competency. Plus, the book presents the insights of authors who represent five major ethnic communities in the United States: Asian/Pacific Islander, American Indian, African American, White, and Latino.

Read the introduction and view sample pages at www.EmbracingCulturalCompetency.org

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For faculty review copies, contact mplotrowski@FieldstoneAlliance.org.



Embracing Cultural Competency A Roadmap for Nonprofit Capacity Builders

“An impressive breadth and depth of perspectives. Readers will find tools to help them gain greater cultural competency in working with communities—and become more inclusive in their processes.”

Scot T. Spencer
Manager of Baltimore Relations

“This book guides readers to a better understanding that cultural competency is not a soft skill but a core issue, requiring work and time. The information has relevance wherever people of various backgrounds need to come together to accomplish common objectives.”

Yvette Larkin, Senior Program Officer
Associated Black Charities

“Many different audiences can find lessons in this information. It reinforces the importance of examining and dismantling institutional inequities, rather than focusing solely on interpersonal development.”

Adrienne Mansanares, Program Officer
Inclusiveness Project at The Denver Foundation

“I appreciate how this text helps readers become aware of racial privilege and how it influences one’s work, often in subtle ways. Capacity builders who work across many types of nonprofits, foundations, and community groups will find this book accessible and helpful.”

Katherine Pease, Principal, Katherine Pease & Associates

“Great personal stories and perspectives can be found here. This text will motivate readers to start their own internal conversation about issues related to cultural competency.”

Suzanne Bronheim, Senior Policy Associate, National Center for Cultural Competence, Georgetown University

About the Authors



Patricia St. Onge is a Partner in Seven Generations Consulting Company, providing coaching, training, and consulting in the areas of community organizing, social change advocacy, and other areas.



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