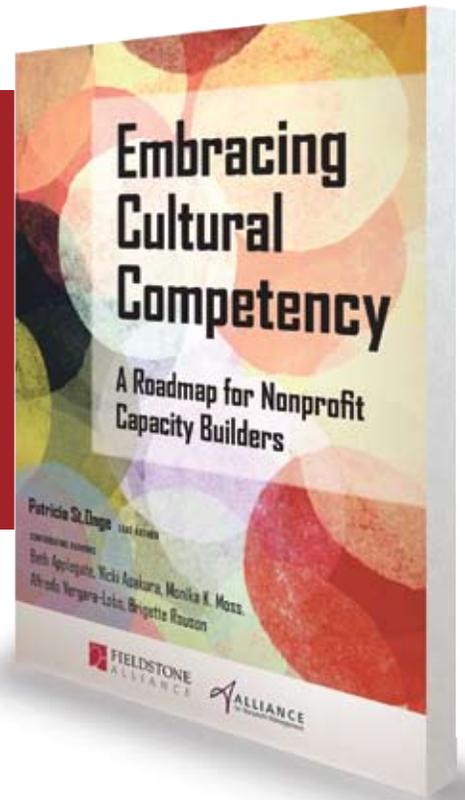


“Real world, first person examples help personalize issues that might otherwise appear abstract to some people. The collection of voices does a great job of providing diverse perspectives and tools. This book is long overdue and goes a long way in addressing many challenges that keep organizations from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

- Discover a framework for discussing and embracing cultural competency in your capacity building work.
- Learn about methods, practices, and values that define cultural competency.
- Understand the complexities within ethnic communities.
- Get individual perspectives on five cultural groups: Asian/Pacific Islander; American Indian, African American, White, and Latino.
- Find a set of principles for being culturally competent.
- 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](http://www.EmbracingCulturalCompetency.org)

ISBN 978-0-940069-68-8

Order no. 069688

176 pp, 7" x 10" softcover

\$29.95

Published by Fieldstone Alliance in collaboration with the Alliance for Nonprofit Management.

Order from bookstores or directly from the publisher at **1-800-274-6024** or [www.FieldstoneAlliance.org](http://www.FieldstoneAlliance.org)

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