

## Chapter 4 Activity 4

### Community of Practice Assessment

Name: \_\_\_\_\_

Date: \_\_\_\_\_

A group of people dedicated to learning to serve a mission is called a community of practice. There are organizations that have a Community of Practice (CoP) surrounding cultural responsiveness. We have applied the logic of several tools and adapted them to culturally responsive supervisory practices (Bertone et al., 2013; Verburg & Andriessen, 2006). Responses to these questions can be used to identify organizations that have a community of practice surrounding culture, to help develop culturally responsive practices and to create metrics for assessing progress overtime.

Who are the members of your CoP?

*This can include people in the organization providing supervision, your supervisees, colleagues, consultants; anyone is included that shares dedication and effort to learning and advance the mission of culturally responsive supervision.*

Do you have a clear mission statement related to culturally responsive supervision?

*For example, "The Mission of Blue Star Consulting is to train the best behavior analysts in the most culturally responsive ways."*

## Community of Practice Assessment

Is there a breakdown of what the mission means to different individuals in the group?

*For example, for the CEO of an agency, it might mean increasing the number of trained behavior analysts who are from different cultural and linguistic backgrounds and that they report high job satisfaction with their supervision and their work environment. For an RBT receiving training it might mean that she can talk about her experiences regarding approaches to child interactions and how they are the same or different as the families she works with. For a BCBA it might mean an environment that allows for discussions about such things as ways to respond when families ask about their gender identity, how to arrange schedules to accommodate prayer periods for supervisees, how to communicate effectively with a person from a different cultural background than themselves, etc.*

How is knowledge related to culturally responsive supervision shared within a group?

*This can include a variety of activities, such as conversations, attending formal informational speakers and seminars, article sharing, and formal training (with modeling, practice and feedback opportunities).*

## Community of Practice Assessment

What resources are allocated to increasing culturally responsive supervision?

*Do people in leadership positions share the mission? Are resources provided for expert training and consultation? Is time allocated for activities to increase knowledge and skills? Are time and compensation provided for reflection and group feedback and discussion? Are time and compensation provided for program and policy development and revision? Are there technological resources dedicated to provide easy access to information and exchange between members of the community?*

Are there measures in place to formally evaluate the success of the CoP?

*This can include demographic information (diversity of supervisors and supervisees), satisfaction surveys regarding signs of health (sense of inclusion, trust, ability to talk honestly and openly) and signs of discomfort (a sense of “otherness”, distrust, feelings of being excluded, discounted, devalued, demeaned or harassed, submissive to an uncomfortable way of being). This may also include activity frequency counts, participation counts, activity complexity changes, and policy inclusion changes. Finally, it will include criteria for organization outcomes and the ways those outcomes relate to cultural values.*