

## DEFINITIONS

**Cultural competency** is an ongoing process and practice that builds the capacity of organizations and individuals to **understand, accept, value and honor the unique contributions of all people**, including but not limited to people's: ability, age, disability, ethnicity, gender, gender identity, geographic region, health, language, mental health, race, religion, sexual orientation, socioeconomic status and spirituality. *Source: The Colorado Trust*

**Linguistic competence** is the capacity of an organization and its personnel to **communicate effectively**, and convey information in a manner that is easily understood by diverse audiences including persons of **limited English proficiency**, those who have low literacy skills or are **not literate**, and **individuals with disabilities**. *Source: Goode & Jones (modified 2004). National Center for Cultural Competence.*

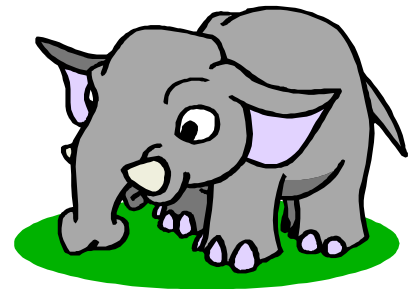
**Stereotyping** is a fixed and distorted generalization made about all members of a particular group; **a rigid judgment which doesn't take into account the here and now**. *Source: Loden and Rosener*

**Prejudice:** The tendency to see **differences as weaknesses**. *Source: The ASTD Trainer's Sourcebook: Diversity*

## STATISTICS FOR A DIVERSE WORLD

In the United States, **today's youth** ages 10-19 are:

- 63% White/Euro-American
- 15% Black/African-American
- 14% Latino/Hispanic
- 4% Asian/Pacific Islander
- 1% American Indian
- 3% Two or more of the above.



*Source: U.S. Census Bureau, 2001.*

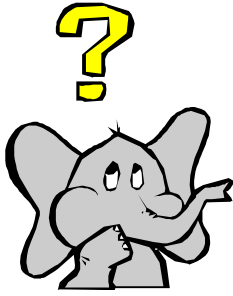
The number of youth with **limited English skills** has doubled in the last decade to five million. *Source: USDOE, Zhao, 2002.*

**Gay and lesbian youth** are becoming aware of their **sexual orientation** at an earlier age (age 9 for boys and 10 for girls) and both boys and girls are "coming out" and making their orientation public by age 16. *Source: Ryan and Futterman, 1998.*

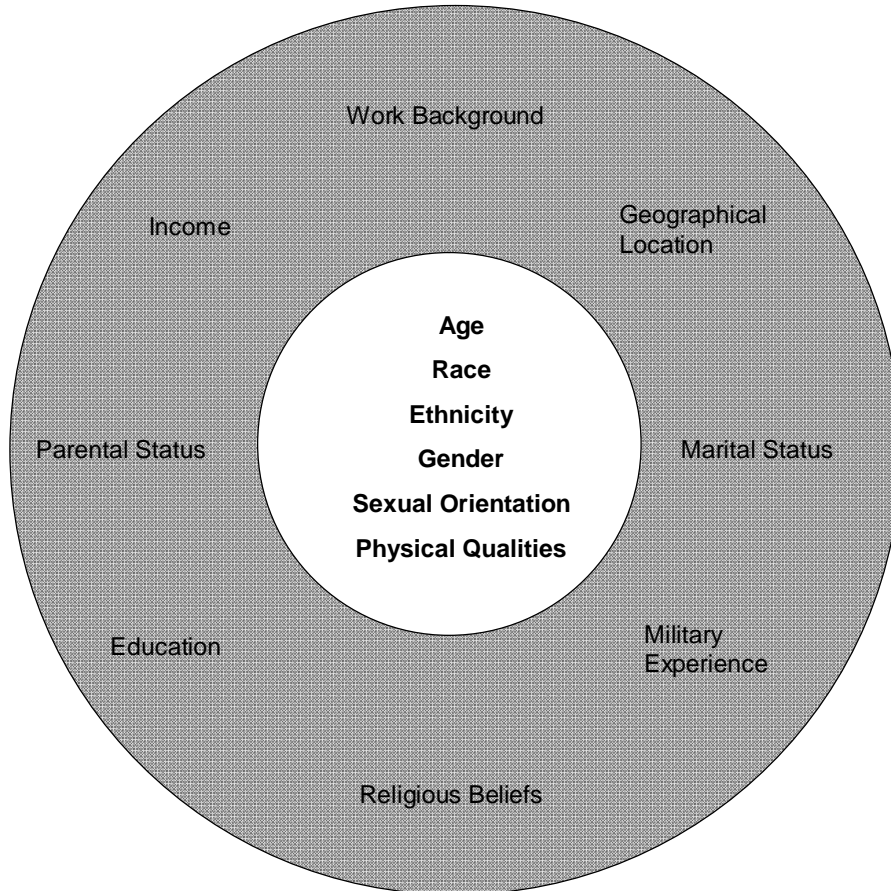
Youth today are likely to have classmates that are **differently-abled** due to mainstreaming. *Source: IDEA, 1997.*

Approximately 30.3 percent of children (ages 6 to 11) are **overweight** and 15.3 percent are **obese**. For adolescents (ages 12 to 19), 30.4 percent are overweight and 15.5 percent are obese.

*Source: American Obesity Association*



## PRIMARY AND SECONDARY DIMENSIONS OF DIVERSITY



*Loden, M. and J. Rosener, Workforce America! (Homewood, IL: Business One Irwin, 1991).*

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