

1

Intercultural Competency Eight-Year Assessment

Kristina Gonzalez, Director of Leadership Development for an Inclusive Church
PNW Conference
kgonzalez@pnwumc.org

2

What is the missional reason for including Intercultural Competency in eight-year assessment?



3

¶ 349 Evaluation Intercultural Challenges

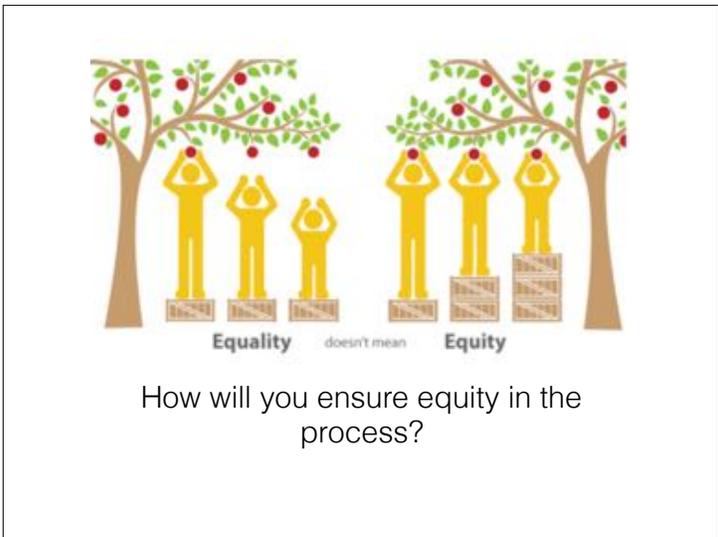
- Six-month process every eight years
- Designed by cabinet and BOM in consultation with chairs of Orders of Deacons and Elders and Fellowship of Local Pastors and Associate Members
- Two elements:
 - Formal review including self-evaluation; metrics appropriate to ministry settings; trends; 360 evaluation
 - In-depth renewal opportunity, which may include time apart for prayer and reflection; reflection in covenant group; coaching; celebration of milestones; discernment of future; psychological assessments
- DS review and report with potential for meeting with bishop and cabinet
- Designed by Jan 1 2020



10



11



12

General Commission on Religion and Race

Giovanni Arroyo
Team Leader for Program Ministries
garroyo@gcorr.org

<http://www.gcorr.org/video/meaningful-conversations-about-race-featuring-rev-dr-hooker-2/>

<http://www.gcorr.org/video/vital-conversations-racism-dr-robin-diangelo/>

13



14



Greater Northwest Area, UMC - work in progress

15

Your Context

What intercultural competency skills are **integral** to ministry development in your context?

More specifically:

- What is the charge?
- Who is present in the ministry setting? In answering, try not to minimize differences.
- What skills will be needed to lead successfully in this ministry context (and what is 'leadership' in this context)?
- How will you verify what is needed?

16

Examples of Skills

- Cultural Self-Awareness
- Awareness of cultural context and ability to read accurately
- Ability to build relationships across differences
- Understanding of the dos and don'ts in particular cultural contexts
- Ability to contrast cultures, one's own and others, for mutual benefit and understanding
- Ability to behave in ways appropriate to other cultures, within the bounds of ethics and standards
- Ability to interpret differences to others for mutual learning
- Ability to advocate for change of systems that are unjust in ways that forward the discussion
- Ability to build systems that include multiple and contrasting cultures

Edited from work of Dr. Mitch Hammer, idiinventory.com

17

Supplies data

- Clarify needs
- Structure program design
- Measure program impact
- Support selection decision (maybe)
- Prepare cultural competence initiatives
- Promote individual development



Dr. Janet Bennett and Dr. Michael Stevens, 2011

18

Choosing an Assessment

- Establish your goals
- Consider questions about the quality of the assessment instrument
- Consider questions about the logistics of using the instrument

Dr. Janet Bennett and Dr. Michael Stevens, 2011

Establish your goals

- Needs assessment and analysis
- Pre and post measurement of program impact
- Individual development
- Team development
- Coaching
- Selection
- Re-entry
- Career advising/academic advising

Dr. Janet Bennett and Dr. Michael Stevens, 2011

Consider questions about quality of assessment

- Is it reliable?
- Is it valid?
- Is it too transparent?
- How were items developed?

Dr. Janet Bennett and Dr. Michael Stevens, 2011

Consider questions about logistics of using the assessment

- Certification needed?
- Knowledge, skills, attitudes to master usage?
- Amount of time for participants?
- Cost (instrument and interpretation)?
- Languages (professional and accurate)?
- How is it scored?
- Accompanied by supporting materials?

Edited from the work of Dr. Janet Bennett and Dr. Michael Stevens, 2011



Intercultural Development Inventory v.3 (IDI)

ORGANIZATION

ADMINISTRATOR REPORT

ИНТЕРКУЛЬТУРНА
ДЕВЕЛОПМЕНТ

ВЕБОВІД
УДАЛЕНИЙ ІНВЕНТАР

<https://idiinventory.com/>

Selected Resources

- What would you add?

25



26

Thank you!

Kristina Gonzalez
kgonzalez@pnwumc.org
