

# Student Affairs Diversity Competencies Worksheet

Visit [www.wou.edu/saci](http://www.wou.edu/saci) for more information or a digital version.

## Part 1 – Identify the Competency you are developing and check the applicable area(s) of focus.

### *Competency: Awareness of Diversity*

- Recognize the various dimensions of diversity
- Understand self relative to diversity
- Identify ways in which culture shapes beliefs, practices, and values
- Become aware of how your cultural identity can cause undue influence on those from other backgrounds, through self-assessment
- Identify similarities and differences among others
- Develop an awareness of your own culture, values, beliefs, and environment
- Recognize your own biases

### *Competency: Understanding of Diversity*

- Recognize the impact of privilege, inequality, and oppression in daily contexts
- Contribute to developing a well-qualified student body
- Promote cultural awareness (knowledge of different cultures)
- Can relate diversity to mission of my department
- Describe issues and concerns which arise when values, beliefs, and practices differ from those of a dominant group
- Recognize factors impacting successful communication
- Appreciate the importance of multicultural identities

### *Competency: Engaging in Diverse Relationships and Opportunities*

- Engage in meaningful relationships that promote both individual and societal transformation
- Develop knowledge and skills for designing an environment that promotes cooperative learning
- Interact productively and seek input and guidance from others
- Teach and model conflict resolution techniques
- Encourage new programmatic partnerships across campus and in the community
- Engage in diverse settings, initiatives, and programs

### *Competency: Sensitivity to Diversity*

- Can relate diversity to the mission of my department
- Support and advocate for the recruitment and retention of underrepresented students, faculty, and staff
- Promote a sense of physical and emotional safety
- Affirm and respect each individual
- Value both differences and similarities among people
- Manage conflicts and disagreements
- Promote positive behavior and discourage inappropriate behavior that can affect the feeling of safety

**Part 2 – Write the area of focus you selected on page 1, identify your goal, and identify your action.**

**Area of Focus:**

**Goal:** (Example: Develop a greater understanding of barriers for people with disabilities.)

**Action:** (Example: Attend the “Out of Sight” dinner.)

**Part 3 – Reflect on your experience once you have completed the “Action” step above. For example, what did you anticipate prior to participating in the action? What was different than your expectations? What did you learn from the experience? How can you apply this learning in your position?**

**Reflection:**

Private, digital versions of this worksheet can be accessed online at [www.wou.edu/saci](http://www.wou.edu/saci).