

**“An impressive breadth and depth of perspectives. Readers will find tools to help them gain greater cultural competency in working with communities—and become more inclusive in their processes.”**

**Scot T. Spencer**  
Manager of Baltimore Relations  
Annie E. Casey Foundation

# Embracing Cultural Competency

## A Roadmap for Nonprofit Capacity Builders

Lead Author: Patricia St.Onge

Contributing Authors: Beth Applegate, Vicki Asakura, Monica Moss, Brigitte Rouson, Alfredo Vergara-Lobo

### Start the Conversation

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.

*Embracing Cultural Competency* starts the dialogue on how organizations can start building capacity. Nonprofit capacity builders will

- Discover a framework to help discuss issues related cultural competency
- Learn about methods, practices, and values that define cultural competency
- Understand the complexities within ethnic communities
- 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.

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by Patricia St.Onge

With Contributors  
Beth Applegate  
Vicki Asakura  
Monika K. Moss  
Brigitte Rouson  
Alfredo Vergara-Lobo

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For speaking engagements, contact Becky Andrews at [bandrews@FieldstoneAlliance.org](mailto:bandrews@FieldstoneAlliance.org).

For faculty review copies, contact [mpiotrowski@FieldstoneAlliance.org](mailto:mpiotrowski@FieldstoneAlliance.org).

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## A Roadmap for Nonprofit Capacity Builders

### Praise for *Embracing Cultural Competency*

“This book guides readers to a better understanding that cultural competency is not a soft skill but a core issue, requiring work and time. The information has relevance where ever people of various backgrounds need to come together to accomplish common objectives.”

Yvette Larkin, Senior Program Officer  
Associated Black Charities

“Many different audiences can find lessons in this information. It reinforces the importance of examining and dismantling institutional inequities, rather than focusing solely on interpersonal development.”

Adrienne Mansanares, Program Officer  
Inclusiveness Project at The Denver Foundation

“I appreciate how the this text helps readers become aware of racial privilege and how it influences one’s work, often in subtle ways. Capacity builders who work across many types of nonprofits, foundations, and community groups will find this book accessible and helpful.”

Katherine Pease, Principal, Katherine Pease & Associates

“Real world, first person examples in this book help personalize issues that might otherwise appear abstract to some people. This 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

“Great personal stories and perspectives can be found here. This text will motivate readers to start their own internal conversation about issues related to cultural competency.”

Suzanne Bronheim, Senior Policy Associate, National Center for Cultural Competence, Georgetown University

### About the Authors



**Patricia St.Onge** is a Partner in Seven Generations Consulting Company, providing coaching, training, and consulting in the areas of community organizing, social change advocacy, and other areas.



**Beth Applegate** is the principal of Applegate Consulting Group (ACG), an organization development practice that assists national and international nonprofit organizations, government agencies and socially responsible for-profit corporations.



**Vicki Asakura** serves as executive director of Nonprofit Assistance Center. Prior to this, she managed federal and state funded grants providing employment and training services for refugees.



**Monika K. Moss** is president of MKM Management Consulting. For almost 20 years, she has dedicated her business talents to helping organizations and individuals create powerful road maps to their vision.



**Brigitte Rouson** is a senior consultant with Mosaica: The Center for Nonprofit Development and Pluralism. Brigitte previously served as Program Director for Alliance for Nonprofit Management.



**Alfredo Vergara-Lobo**, principal at Vergara-Lobo Associates, has backgrounds in education, social work, organizational change, and recreation. He brings years of experience with nonprofit and public entities domestically and abroad to his practice.

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