

## CAPACITY TOOL 5: CAPACITY BUILDING WITH DEI CONSIDERATIONS

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Capacity building, which involves evaluating and strengthening resources, is essential in the Strategic Prevention Framework (SPF). A big part of capacity building is understanding the cultural contexts within which you work and how organizations, communities, and people are rooted in their culture. Getting a good grasp of culture and acknowledging that there are differences within such will help you be mindful of putting forth efforts that are fair for all. Incorporating diversity, equity, and inclusion (DEI) considerations into all steps of the SPF process is important, and the following guidelines can assist you in doing such when building capacity.

#### **Build Trust and Relationships with Diverse Community Members<sup>1</sup>**

- Prevention is a piece of a larger puzzle. Delivering culturally responsive services and reducing health inequities require you to collaborate with your community on a continuum of care and to build and strengthen connections and partnerships with community members from diverse populations.
  - Prioritize building multicultural partnerships with the populations you serve to ensure culturally meaningful programming and emphasize common interests.
  - Invest the time needed to build authentic engagement, ownership, involvement and input from diverse community partners in prevention planning, implementation and evaluation.
  - Meet with community stakeholders in their own spaces and on their terms (for example, volunteer at events, make presentations at worksites).
  - Consider including community members whose experiences are relevant to your prevention efforts. Individuals in recovery can bring valuable insights.
  - Form strategic partnerships with community organizations working to increase health equity (such as public health agencies). You can work together to implement evidence-based strategies to address all aspects of a person's health and wellness and implement large-scale interventions.
  - Increase support and collaboration by sharing your prevention knowledge and data to inform community partners about needs for prevention resources and interventions and tell partners how they can help.
  - Leverage existing efforts whenever possible. For example, join an existing coalition with diverse community members across all community sectors.

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<sup>1</sup> Section adapted from

<https://www.prevention.org/Resources/648ff313-5591-4528-8449-a883089d3e13/Delivering%20Culturally%20Responsive%20Prevention%20Resource%20Guide%20FY22%20FINAL.pdf>

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### **Infuse Cultural Responsiveness within Your Organization Structure**

- To transform knowledge about cultural responsiveness into practical action, consider the following steps to create a sustainable program or organizational structure.
  - Assess your program's current level of cultural responsiveness. Where are the gaps? What knowledge, skills and resources can you build on?
  - Establish a program vision that articulates principles and values for culturally responsive prevention services.
  - Develop cultural responsiveness goals, action steps and a timeline for achieving them.
  - Create a team that promotes a positive multicultural work environment.
  - Use the Culturally and Linguistically Appropriate Services (CLAS) Standards to design and implement culturally responsive policies and procedures. For example:
    - Develop and sustain organizational leadership that promotes CLAS and health equity through policy, practices and resource allocation.
    - Recruit, promote and support culturally and linguistically diverse leadership, program staff and volunteers.
    - Educate and train leadership, program staff and volunteers in culturally and linguistically appropriate policies and practices on an ongoing basis.
  - Identify barriers to cultural responsiveness at work in your organization. Consider what's not working or what may hinder your efforts towards cultural responsiveness.
  - Continually evaluate your program's progress (measure outcomes) and make adjustments to achieve your cultural responsiveness goals. What will success look like? How do you know you are on the right track?
  - Adjust styles and methods of communication to the cultural group(s) you are working with. Communication norms will vary within and between cultural groups based on class, gender, geographic origins, religion, subcultures and other factors.
  - Offer language assistance to individuals who have limited English proficiency or other communication needs at no cost to them.
    - Inform individuals that language assistance services are available.
    - Ensure the competence of individuals providing language assistance, recognizing that the use of untrained individuals or minors (for example, children or other younger relatives or friends) as interpreters should be avoided.
    - Offer services and materials in a variety of languages based on the needs of your community. For example, host events in Spanish, separate from events hosted in English and provide materials in both English and Spanish.

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For more information, please visit the [National Center for Cultural Competence on Self-Assessments](#), the [Community Toolbox's section on Multicultural Collaboration](#), and the [Prevention Technology Transfer Center Network](#).