



CULTURAL COMPETENCY

Rev. Dr. Michelle Holmes Chaney

BiDistrict Coordinator for Church Revitalization and
Leadership Development, Alexandria and Arlington
Districts

What is culture?



"Culture" refers to a group or community which shares common experiences that shape the way its members understand the world.



Why is culture important?

Culture is a strong part of people's lives. It influences their views, their values, their humor, their hopes, their loyalties, and their worries and fears.

What is cultural competency?

Cultural competence is the ability to understand, communicate with and effectively interact with people across **cultures**.

Cultural competence encompasses being aware of one's own world view, developing positive attitudes towards **cultural** differences, and gaining knowledge of different **cultural** practices and world views.



Why is cultural competency important?

Minority-Majority Transition

A big story of the Northern Virginia region is the minority-majority transition. There will soon be a day when the majority of people will belong to a minority group (any group other than non-Hispanic White alone). Much of this is attributed to the sizable increases in the number of Hispanics and Asians in the region.



Why is cultural competency important?

Minority-Majority Transition

- In 2000, Northern Virginia's minority population was 34.6%
- In 2018, Northern Virginia was nearly minority-majority, with a minority population of 49.4%. .
- From 2000 to 2010, 88 percent of the net population increase in Northern Virginia came from increases in minorities. From 2010 to 2018, it was 90 percent.

Why is cultural competency important for the church?

“And Jesus came and said to them, “All authority in heaven and on earth has been given to me. **Go therefore and make disciples** of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰and teaching them to obey everything that I have commanded you.” Matt 28: 18-20

Our sole purpose as the church is to make disciples for Jesus Christ for the Transformation of the world.

Why is cultural competency important for the church?

- We live in a multicultural world. The church is becoming or needs to become an expression of that multiculturalism
- Becoming more culturally competent actively seeks to engage with others across lines of difference, for mutual learning, teaching and serving (Beloved Community)
- In order for the church to become multicultural, congregations must become culturally competent. Competency comes through building relationships.

What has been keeping us from becoming culturally competent?

2016 Membership of the Virginia Annual Conference by
Ethnicity and Gender
Total Membership 324,931

White 305,481

AA/Black 9769

Native American 302

Multi-ethnic 2111

Asian 5098

Hispanic 1560

Pacific Islander 354

5.9% ethnic diversity

How do you become culturally competent?

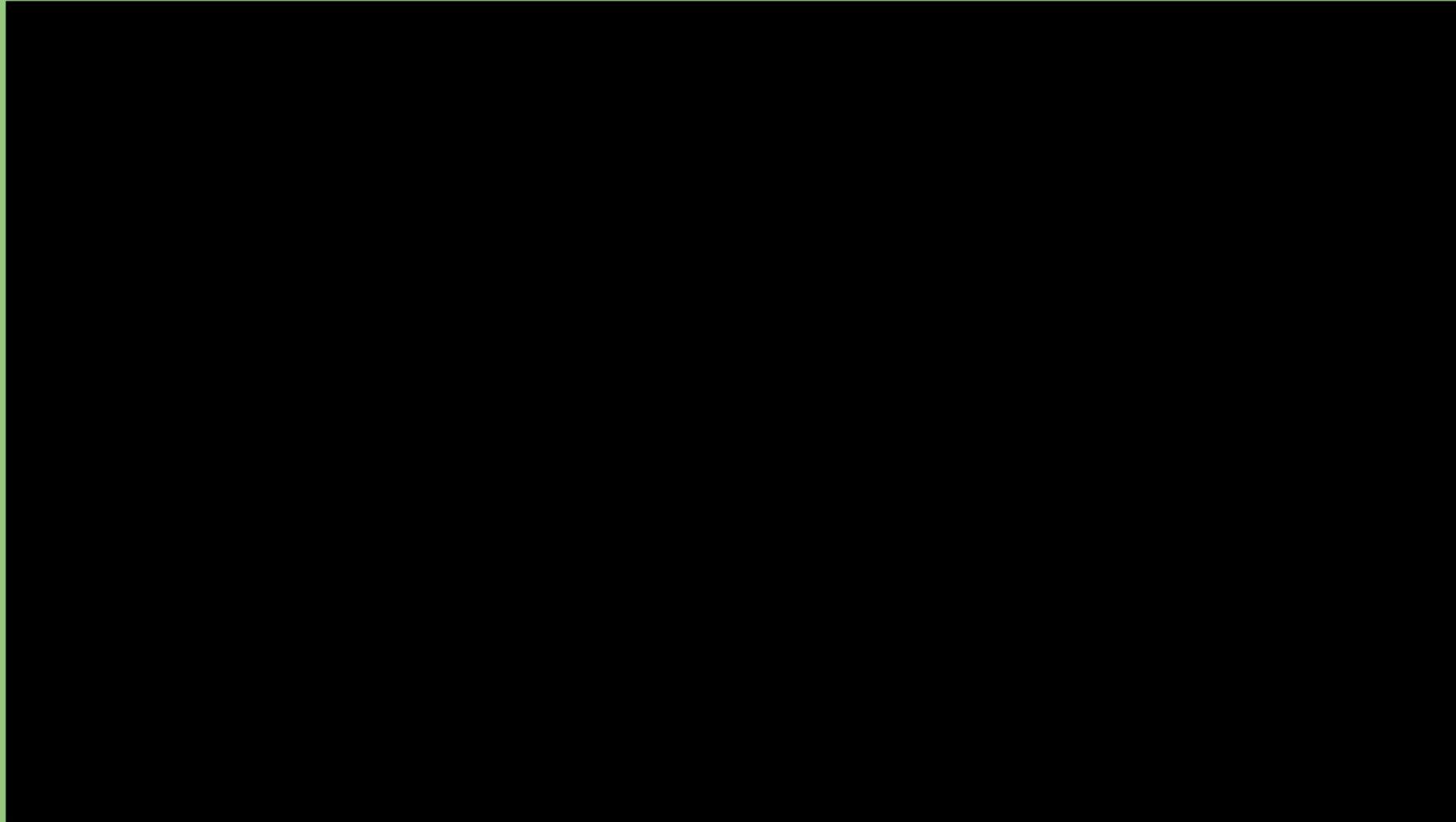
- Make a conscious decision to establish friendships with people from other cultures.
- Put yourself in situations where you will meet people of other cultures; especially if you haven't had the experience of being a minority, take the risk.
- Examine your biases about people from other cultures.
- Ask people questions about their cultures, customs, and views.

How do you become culturally competent? (cont.)

- Read about other people's cultures and histories.
- Don't forget to care and show caring.
- Listen to people tell their stories.
- Notice differences in communication styles and values; don't assume that the majority's way is the right way.
- Risk making mistakes.
- Learn to be an ally.



How to be culturally competent



Final thoughts and questions

Thank you.