

Assessments & Books with Assessments

Stand Alone Assessments

- Hammer, M. R., & Bennett, M. J. "[The Intercultural Development Inventory \(IDI\)](#)." Portland, OR, 2001.
- Meyers, Judith. "[Cross-Cultural Adaptability Inventory](#)." Chicago, IL: Vangent, 2007-2012.
- Board Diversity and Inclusion Self Assessment. YWCA Minneapolis and Charities Review Council http://www.smartgivers.org/uploads/diversity_assessment_tool.pdf

Books with Assessments

Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders

- Author: Patricia St. Onge and contributing authors: Now there is a "how to" manual on cultural competency. 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. Assessments and Methods:
 - Strategies and Assessments for Dealing with Internalized Oppression and Structural Racism
 - Self-Assessment- Three Assessments to Being Present

Cultural Intelligence: Living and Working Globally \$24.95

- Authors: David C Thomas , Kerrinkson In today's global economy, the ability to interact effectively across cultures is a fundamental job requirement; it's impossible to learn the customs and traits of every single culture. This book teaches a universal set of techniques and people skills that will allow you to adapt quickly to, and thrive in, any cultural environment.
 - Self-Assessment- Twenty 21 Questions

Salsa, Soul, and Spirit: Leadership for a Multicultural Age \$24.95

- Author: Juana Bordas One of America's historic strengths has been our ability to incorporate aspects from many different cultures to create a stronger whole. Our music, literature, language, architecture, food, fashion, and more have all benefitted. But leadership approaches have remained Eurocentric. The author shows that incorporating Latino, African American, and American Indian approaches to leadership into the mainstream can strengthen leadership practices and better inspire today's ethnically rich workforce.
 - Self-Assessments: 7 Culturally informed approaches and individual assessments including:
 - Sankofa- Learning from the Past
 - I to We- from Individualism to Collective Identity
 - Mi Casa Es Su Casa- Developing a Spirit of Generosity
 - A Leader among Equals
 - Leaders as Guardians of Public Values
 - Leaders as Community Stewards, Working for the Common Goal
 - The Seventh Generation Rule, Intergenerational Leadership
 - Universal Kinship
 - Gracias, Gratitude, Hope, and Forgiveness
 - Leadership in a Multicultural World

Assessments & Books with Assessments cont....

From Author Dr. Edward E. Hubbard “the father of Diversity Science”

The Diversity Discipline \$42.95

The disciplines of Marketing, Sales, Operations, and the like, all have well-defined competencies, proven theories, and applied sciences that under-gird their application. The discipline and field of study Diversity too possess a structure, framework, and critical components that are consistent with other serious disciplines. This book highlights a proven framework in use by the Hubbard Diversity Measurement and Productivity (HDM&P) Institute. It offers resources, guidance and potential standards of excellence to individuals and organizations who share a vision of diversity as a credible and professional discipline.

- Organizational Assessments:
- The Hubbard Diversity Discipline Framework™
 - Competency and Role Matrix
- The Hubbard Five-Level Diversity Measurement Assessment Taxonomy™
- Diversity Return on Investment Organizational assessment

The Manager Pocket Guide to Diversity Management \$14.95

- This pocket guide is designed to help you build diversity management skills to create a high performing work environment. An interactive workbook that tests your skills, teaches and reinforces diversity concepts and knowledge, and provides tools, processes, and techniques to utilize a diverse workforce to improve organizational performance.
- Several Organizational and Individual Self Assessments

Cultural Competency for Public Administrators \$49.55

This book focuses on:

- Race, ethnicity, gender, disability, and sexual orientation
- Federal, tribal, state, and local levels and equips readers to better understand the complex, real-world challenges public administrators confront in serving an increasingly diverse society.
- Building culturally competent public agencies, culturally competent public policy, Building culturally competent public servants. Information on how agencies assess their cultural competency including the: 5 lens approach to cultural competency*

*Recently presented at the local MCN MCF Allied for Action Conference by contributing Author James Francisco Bonilla Professor at Hamline University.

Examples of Diversity on Twitter

On Twitter* - check out who these folks are following on Twitter too. (If you have a great twitter source please tweet me at @LynneaAI)

- [@AALFTwinCities](#) - *The AALF is a movement of African American leaders working to impact issues affecting the economic, education, and health of our community.*
- [@ISDIP](#) - *The International Society of Diversity and Inclusion Professionals (ISDIP) is the professional association for individuals in the diversity and inclusion field*
- [@indiancountry](#) - *Indian Country Today Media Network - Serving the Nations | Celebrating the People*
- [@MCFdiversity](#) - *The Forum's purpose is to provide a compelling learning experience fostering business and thought leadership in workplace diversity and inclusion.*
- [@PFLAG](#) - *Parents, families, friends, and allies united with LGBTQ people to move equality forward!*
- [@DiversityInc](#) - *DiversityInc is the leading source of information on diversity management.*
- [@InclusionINC](#) - *Inclusion is a business strategy for engagement, retention, innovation and productivity. 612-339-2202 [#inclusion#diversity](#) [#inclusionroi](#)*
- [@YoungLatinoNtwk](#) - *Our Mission is to Empower the Latino Community through Leadership Development and Civic Engagement*
- [@LatinoTimes](#) - *Latino News for the New Generation of Latinos! We bring you the News YOU care about from Newspapers Worldwide. Let your voice be heard on LatinoTimes.com!*
- [@AsAmNews](#) - *Get the latest headlines from mainstream and ethnic media about the Asian American, South Asian & PI Communities. Links are not an endorsement*
- **These twitter sources are not endorsed by the Charities Review Council or The Minnesota Council of Nonprofits.*

Bibliography

- Bordas, Juana. *Salsa, Soul, and Spirit: Leadership For A Multicultural Age- New Approaches To Leadership From Latino, Black, and American Indian Communities*. Second Edition, Updated and Expanded. San Francisco, CA: Berrett Koehler, 2012.
- Edward E. Hubbard, Ph.D. *The Diversity Discipline*. Petaluma, CA: Global Insights Publishing, 2008.
- —. *The Diversity Score Card*. Burlington, MA: Butterworth-Heinemann, 2004.
- —. *The Manager Pocket Guide to Diversity Management*. Amherst, MA: HRD Press, 2004.
- Hammer, M. R., & Bennett, M. J. "The Intercultural Development Inventory (IDI)." Portland, OR, 2001.
- Meyers, Judith. "Cross-Cultural Adaptability Inventory." Chicago, Il: Vangent, 2007-2012.
- Norman-Major, Kristen A., and Susan T. Gooden. *Cultural Competency for Public Administrators*. Armonk, NY: M.E. Harpe Inc., 2012.
- Onge, Patricia St., Beth Applegate, Kicki Asakura, Monika K. Moss, Alfredo Vergara-Lobo, and Brigitte Rouson. *Embracing Cultural Competency: A Roadmap for Nonprofit Capacity Builders*. St. Paul, MN: Fieldston Alliance and Alliance for Nonprofit Management, 2009.
- Thomas, David C., and Kerr Inkson. *Cultural Intelligence: Living and Working Globally*. Second Edition, Revised and Updated. San Francisco, CA: Berrett Koehler, 2009.