



MINNESOTA HEAD START ASSOCIATION, INC.
A Culturally Competent Organization

Adopted by the MHSA General Assembly on October 11, 2005

The Minnesota Head Start Association strives to be a culturally competent organization. The Association has made a commitment to review policies and develop activities according to the following principles:

- MHSA offers members opportunities to develop an awareness of, respect for, and appreciation of individual cultural differences.

Strategies supported by the Association's membership to enhance the organization's effectiveness in this area include to:

1. Offer cultural training opportunities annually
2. Create a list of resources to support cross cultural experiences or training

- MHSA encourages discussion about diversity and cultural inclusion.

Strategies supported by the Association's membership to enhance the organization's effectiveness in this area include to:

1. Talk about how Association meetings encourage/discourage cultural inclusion
2. Share cultural best practices at Association meetings

- MHSA creates an organization culture that is inviting to different ethnic/racial group.

Strategies supported by the Association's membership to enhance the organization's effectiveness in this area include to:

1. Assess the cultural diversity of Minnesota Head Start leadership annually (both at the local and state level) and discuss new strategies to recruit and support culturally diverse leaders.
2. Examine policies and procedures regularly to ensure the organization encourages (not discourages) participation from a variety of cultural perspectives.
3. Hire staff that reflect the population served by Minnesota Head Start and supports their development of cultural competencies.
4. Provide written materials in primary languages that facilitate acquisition of English.

