

## Participant Feedback:

"The fact that this workshop is not someone standing on a soapbox in front of a captive audience, makes it well worth attending."

"Much different that I thought it would be. Initially thought it would be just a lecture about why whites should not oppress other groups, etc. etc. But this was much different and the way this was presented removed barriers and opened up dialogue."

"They had a lot of helpful information that they presented very effectively. Excellent workshop."

"They were great. They promised not to stand in front of us and lecture. They held up to that promise and kept the class actively involved. Great crew."

Cultural proficiency as an approach to diversity surprises many people who expect a diversity program to teach them about others. This inside-out approach acknowledges and validates the current values and feelings of people, encouraging change and challenging a sense of entitlement without threatening one's feelings of worth.



For more information or references:  
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# Cultural Proficiency

understanding  
where we come  
from and where  
we want to go

9:00 to 4:00

Wednesday, October 1, 2008

Wednesday, October 29, 2008

Garden House - Lake Shawnee

3720 SE Yacht Court Topeka, KS 66605

# Cultural Proficiency

Cultural proficiency allows individuals and organizations to interact effectively with people who are different from them.

Cultural proficiency is not a program but an inside-out approach to examining diversity and inclusion. The experience begins by exploring the values and behaviors of individual participants, as well as your organization and individual department policies and procedures. Small-group participation provides the opportunity to develop additional skills in effective intercultural interactions.

Cultural proficiency prizes individual culture while focusing on the organization's culture, which has a life force beyond the individuals within the company or organization. This focus removes the needs to place blame



and to induce feelings of guilt. The approach involves all members of the community in determining how to align policies, practices, and procedures in order to achieve cultural proficiency.

Four tools are key to our approach, each of the tools provides a process for understanding diversity and inclusion. Many

approaches to race, culture, diversity and inclusion provide lists and a canned perspective. Cultural proficiency provides a

The proficiency continuum is a great tool in my opinion. It gives me a gauge to use for evaluating my abilities and shortfalls and also gives keys to each step.

process which participants utilize as they show up fully present in the complex world.

Our content combined with your organization's commitment to improving community interaction results in more effective public service.

*Cultural Proficiency* is a day-long seminar offered by Kirk Perucca Associates, Inc. Past participants have described the day as impactful and a departure from the "company paid program". It will not be a day of lectures or one way conversations.

I think that some of the issues addressed and officer suggestions can get back to the brass, and actually be implemented within our department then we could make some improvements.  
*Quote from Highway Patrol Participant*

## Register:

Register today for Cultural Proficiency to be held on October 1st or 29th from 9 to 4:00. The event will be held at the Shawnee County Lake, Garden House.

Registration is \$75 per participant. The fee includes lunch and the seminar.

**Register here or at [kperuccaassociates.com](http://kperuccaassociates.com):**

Circle: October 1st October 29th

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

MC/Visa #: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ Security Code: \_\_\_\_\_

Signature: \_\_\_\_\_

Mail registration and payment (checks or credit card) to Kirk Perucca Associates PO Box 7085, KC, MO 64113 or online at [www.kperuccaassociates.com](http://www.kperuccaassociates.com)

If you have questions or to register on the phone please call Kirk Perucca at 913-486-7010 or email your questions to [kirk@kperuccaassociates.com](mailto:kirk@kperuccaassociates.com)