

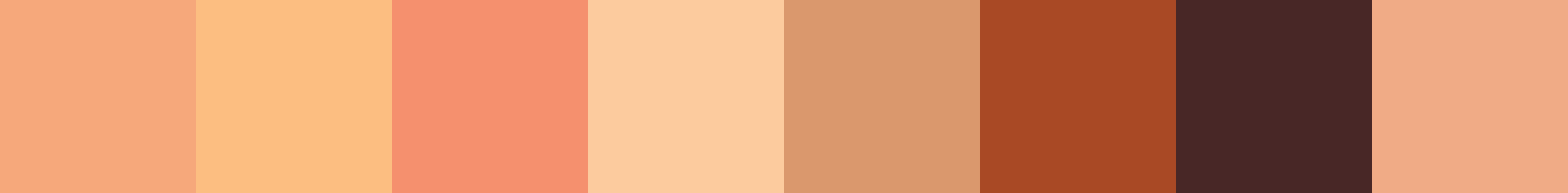
# Cultural Competency

Race



**Cultural  
Competency**





Every mentor has something to impart. That is inherent within mentoring relationships. At the same time, every mentor has something to learn. Mentoring provides an opportunity for us to grow personally as we learn about the lives, dreams, and experiences of those we mentor.

As we listen and seek to understand our mentees, we are better positioned to give them the individualized support and encouragement they need. We see their strengths and their weaknesses. Their hopes and their pains. Their aspirations and their blindspots. Their beliefs and their fears.

In mentoring relationships, many of the differences we begin to see between ourselves and our mentee are influenced by their cultural background (ethnicity, race, religion, class, etc).

Mentors who seek to understand and appreciate these differences will help their mentees develop a positive cultural identity. Research shows youth that develop a healthy cultural identity have more positive academic, psychological, and health outcomes.<sup>1</sup>

A primary goal for mentors is to help your mentee fulfill their potential. Children can only fulfill their potential when they develop a healthy sense of who they are, in God's eyes as well as within their community and relationships.

So how do we do this?



**Here are four practical steps you can take to grow in cultural competency as you mentor:**

## **1. SEE**

Ask God for eyes to see who your mentee is in His eyes and pray for them.

## **2. LEARN**

Ask your mentee questions to process their thoughts, feelings, and emotions. The more you listen, the more you will be able to see life through their eyes. In addition to learning directly from them and their family, consider ways you can learn through resources and research regarding their experiences, cultural background, and history.

## 3. DISCUSS

Repeat back to them what they share. Pray for empathy as you listen and respond.

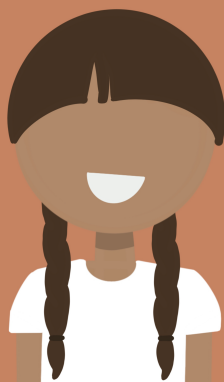
## 4. AFFIRM

Find opportunities to acknowledge and affirm them and their cultural background.

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The **Cultural Competency** series is a collection of supplemental exercises and resources for mentors who are looking to understand more about their mentee's cultural background. Cultural competence is the ability to understand, appreciate, and interact effectively with people of different cultures, socioeconomic backgrounds, and/or belief systems other than one's own.<sup>2</sup>

We are praying for you, and hope this series is an encouragement to every mentor looking to grow in cultural competency.



There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.

**GALATIANS 3:28**

My brothers and sisters, believers in our glorious Lord Jesus Christ must not show favoritism.

**JAMES 2:1**

“A new command I give you: Love one another. As I have loved you, so you must love one another...”

**JOHN 13:34**

Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.

**PHILIPPIANS 2:3-4**

This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers and sisters.

**1 JOHN 3:15-16**

And he made from one man every nation of mankind to live on all the face of the earth, having determined allotted periods and the boundaries of their dwelling place, that they should seek God, in the hope that they might feel their way toward him and find him. Yet he is actually not far from each one of us.

**ACTS 17:26-27**

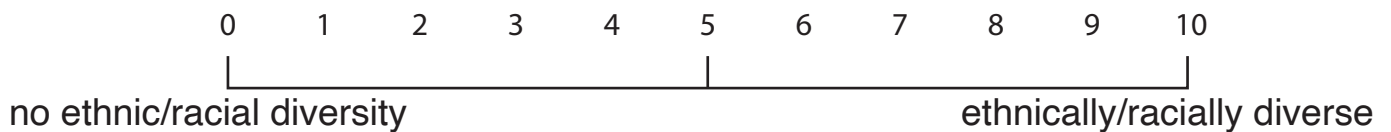
After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb...

**REVELATION 7:9**

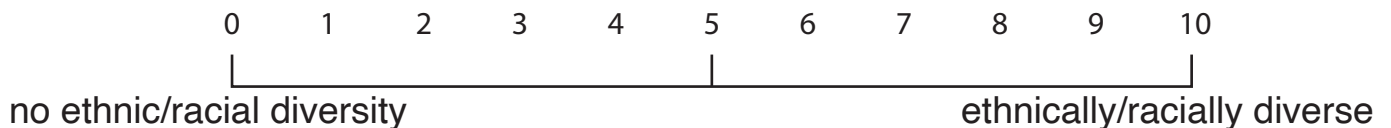
## **EXERCISE ONE (FOR MENTOR)**

1. List the names of people you know from different ethnic/racial backgrounds as they correspond to the following community groups
2. In your opinion, rate on a continuum how diverse this particular community is based on ethnicity/race.

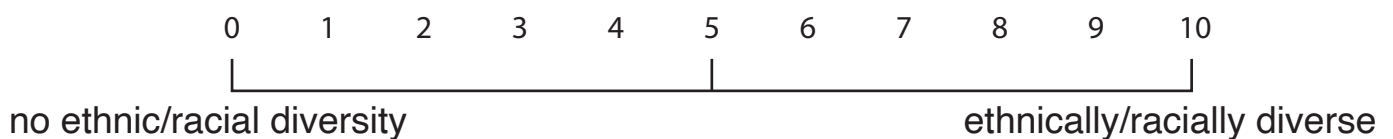
### **FRIENDS:**



### **CO-WORKERS:**



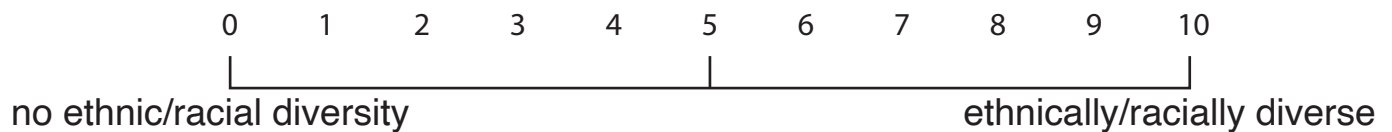
### **NEIGHBORHOOD/CHURCH:**



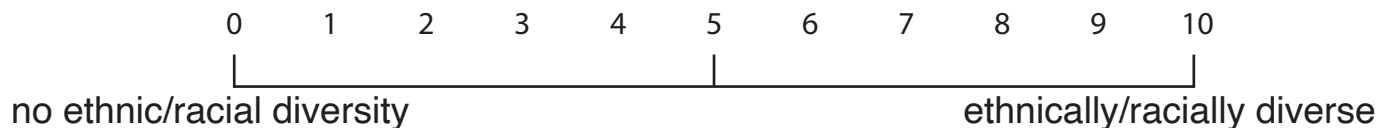
## **EXERCISE ONE (FOR MENTEE)**

1. List the names of people you know from different ethnic/racial backgrounds as they correspond to the following community groups
2. In your opinion, rate on a continuum how diverse this particular community is based on ethnicity/race.

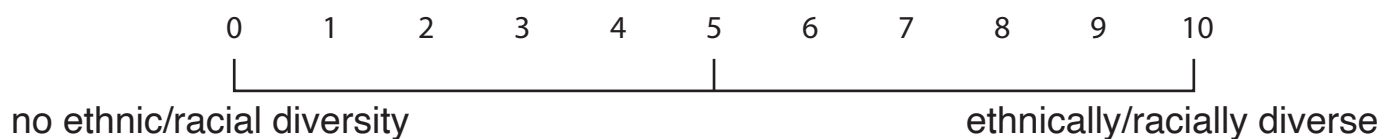
### **FRIENDS:**



### **CO-WORKERS:**



### **NEIGHBORHOOD/CHURCH:**







## **EXERCISE TWO (FOR MENTOR/MENTEE)**

What historical events might inform your/your mentee's sense of ethnic/racial identity?

What are common stereotypes of your/your mentee's ethnic/racial background?

What are common struggles of your/your mentee's ethnic/racial background?

What are common strengths of your/your mentee's ethnic/racial background?

**MENTOR'S ETHNICITY/RACE:** \_\_\_\_\_

**HISTORICAL EVENTS:**

**STEREOTYPES:**

**STRUGGLES:**

**STRENGTHS:**

**MENTEE'S ETHNICITY/RACE:** \_\_\_\_\_

**HISTORICAL EVENTS:**

**STEREOTYPES:**

**STRUGGLES:**

**STRENGTHS:**

## REFLECTION QUESTIONS

What did you learn from these two exercises?

What's one way you can practically acknowledge, discuss, embrace, or affirm your mentee's ethnic/racial background?

## RESOURCES

For recommended books, articles, films, and podcasts please visit <https://youcanmentor.com/culturalcompetency>

[Click here for resource list if viewing PDF online](#)

## REFERENCES

<sup>1</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6673646/>

<sup>2</sup> Cross, T., Bazron, B. Dennis, K., & Isaacs, M. (1989). Towards a culturally competent system of care (Volume I). Washington, DC: Georgetown University Center for Child and Human Development, CASSP Technical Assistance Center.

## ABOUT US

We have centered our work around envisioning, equipping, and encouraging people of God across America to mentor kids from hard places in the name of Jesus.

Why? We believe the most valuable thing on earth is people. There is no greater investment in life you can make than in people.

Have you ever considered yourself mentor material? Do you have anything worth investing?

Our mission is to prove to every man and woman of God that they do. You can mentor. You were made for this.

**You Can  
Mentor.**  
<https://youcanmentor.com>