

DEVELOPMENT AND INITIAL VALIDATION OF THE WILLIAMS-PROCTOR
CULTURAL COMPETENCE SCALE: ASSESSMENT FOR YOUTH
DEVELOPMENT PROFESSIONALS AND PARAPROFESSIONALS

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ABSTRACT

The purpose of this study was to develop a reliable and valid instrument to assist with the self-assessment of the cultural competence of youth development practitioners and para-professionals surrounding program planning, design and implementation, and evaluation and accountability. Data from 259 youth development professionals and paraprofessionals in 13 states were analyzed; the participants represented 4-H, Girl Scouts, and YMCA. Instrument development procedures included item development employing a focus group and related theory, content validity using content experts, and testing for reliability, and discriminate and convergent validity.

The 44 item instrument yielded five factors: Cultural Skills, Cultural Knowledge, Personal Cultural Awareness, Cultural Accountability, and Cultural Program Implementation and Evaluation and is named the Williams-Proctor Cultural Competence Scale. The initial estimates of validity and reliability indicate that the scale is reliable and valid. The overall reliability based on Chronbach alpha was $\alpha = .964$ and the reliability for the factors ranged from .84 to .94. Validity was estimated using the Miville-Guzman Universal Diverse Orientation Scale and the Marlowe-Crowne Social Desirability Scale.