



December 18, 2009

Dear Colleagues,

We are seeking manuscript submissions from academics, professionals, and practitioners for publication in a forthcoming edited volume, *Cultural Competency for Public Administrators* (M.E. Sharpe, publisher). This book is intended as a resource for academics and practitioners who are implementing cultural competency in the administration of public services. Public sector agencies have a fundamental responsibility to provide services to all of whom they serve. This requires an ability to understand the different cultural orientations of their clients. Although there are ranging definitions of the term “cultural competency,” we employ the following definition: “a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations.”¹ We also define the breadth of cultural competency to include traditionally emphasized issues of race, ethnicity, income, and language, as well as other important aspects of cultural competency including gender, age, sexual orientation, and ability. Regardless of the specific focus, all contributors must focus directly on cultural competency, as opposed to other related terms such as diversity, social equity, and/or representative bureaucracy.

The edited volume includes a focus on four key areas:

- I. Culturally Competent Agencies (organizational/institutional focus)
 - A. Resources, tools and training
 - B. Agency performance assessment
 - C. Navigating political waters
 - D. Collaborative efforts (partnerships, subcontractors, network governance)
- II. Culturally Competent Public Servants (individual employee focus)
 - A. Resources, tools and training
 - B. Hiring, performance appraisal and discipline
- III. Cultural Competency in Action
 - A. Public Policies
 - B. Tradeoffs with other PA values
 - C. Case studies (specific applications/initiatives)
- IV. Educating for Cultural Competency

¹ Cross, Terry L. "Services to Minority Populations: Cultural Competence Continuum." Focal Point. A Publication of the Research and Training Center on Family Support and Children's Mental Health. Fall Edition. Volume 3, Number 1. (1988)

- A. Cultural competency in PA programs (undergraduate and graduate)
- B. Training our Own (faculty)

If you are interested in submitting a manuscript, we are asking that you first submit a one-page prospectus by **February 15, 2010**. Authors should clearly identify one of the four areas listed above as the focus of their manuscript. Authors selected will be informed by March 15, 2010 and given detailed information about format for the manuscript at that time. Full manuscripts of approximately 20-25 pages will be due **June 1, 2010**. A detailed time line is included below. All correspondence, including prospectus submission, should be directed electronically to Kristen Norman-Major at kmajor@hamline.edu and Susan Gooden at stgooden@vcu.edu.

Sincerely,

Kristen Norman-Major, Ph.D., Hamline University
Susan T. Gooden, Ph.D. Virginia Commonwealth University

Timeline:

February 15, 2010	One page prospectus due
March 15, 2010	Invitation to submit full manuscript announced
June 1, 2010	Manuscript due
August 1, 2010	Manuscript reviews distributed
September 15, 2010	Final manuscripts due