



# ACADEMY OF CREATIVE COACHING

## SPECIALIZATIONS

### *Cultural Competency Coach*

#### WHAT IS A CULTURAL COMPETENCY COACH?

Cultural competency coaches help individuals and leaders at all levels of an organization to strengthen their understanding of their cultural identity and its impact on their professional environments, community, and the world. They provide supportive environments while motivating clients to engage fully in difficult conversations around identity, justice, diversity, inclusion, and human dignity.



#### APPLICABLE PROGRAM TOPICS



Identity Informed Coaching  
Accountability  
Coaching Diverse Populations  
Conflict Resolution  
Communication Techniques  
Cultural Competence  
Implicit Bias

International Coaching  
Leadership Development  
Toxic Work Environments  
Personal Awareness  
Post-Traumatic Growth  
Public Speaking  
Relationship Building

#### CAREER PATHS

- Cultural Competency Coach
- Chief Diversity Officer
- Implicit Bias Coach
- Cultural Identity Coach
- Restorative Practices Coach
- Cultural Competency Coach for:
  - Law Enforcement
  - Professional Athletic Organizations
  - Health Care



#### APPLICABLE TEXTS



[Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias](#)

[Diversity in Coaching: Working with Gender, Culture, Race and Age](#)

[The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing](#)

#### HOW SPECIALIZATIONS WORK

1. In-class practice coaching should be within your specialization
2. Read and apply content from your specialization text book and independent exploration
3. Recorded mentor coaching sessions should be focused on your specialization
4. Homework assignments should be driven by your specialization

