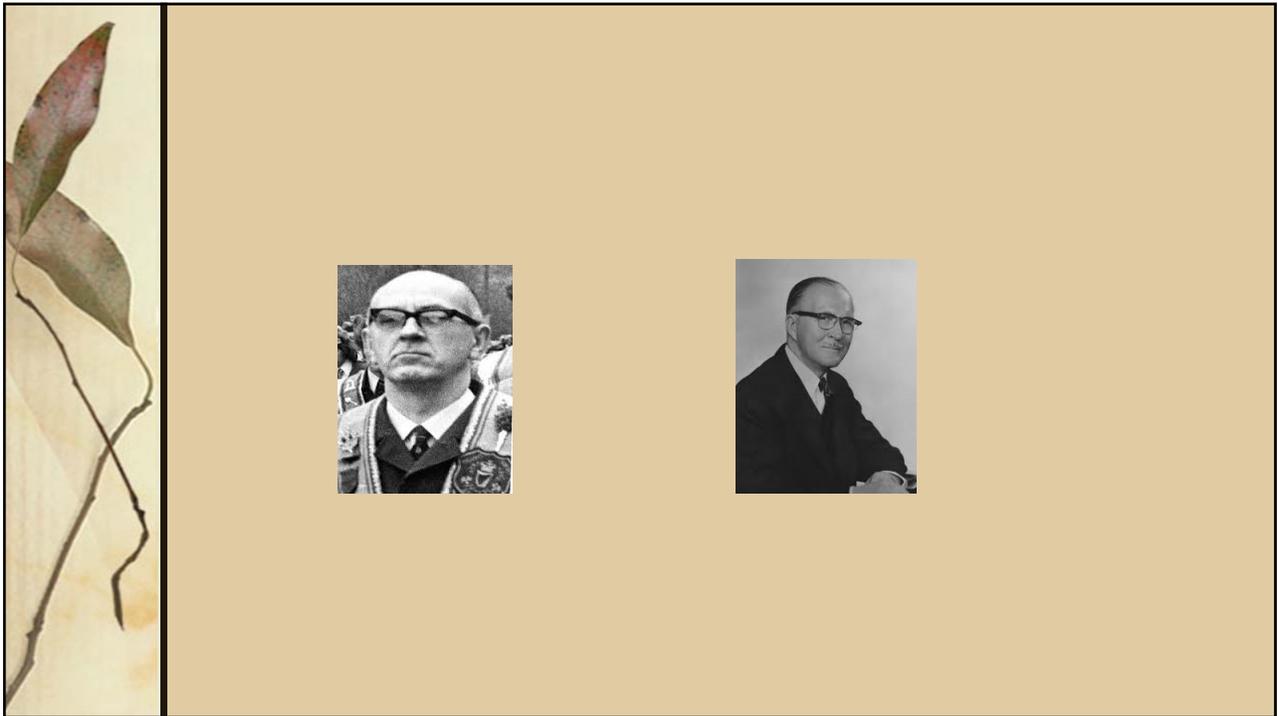
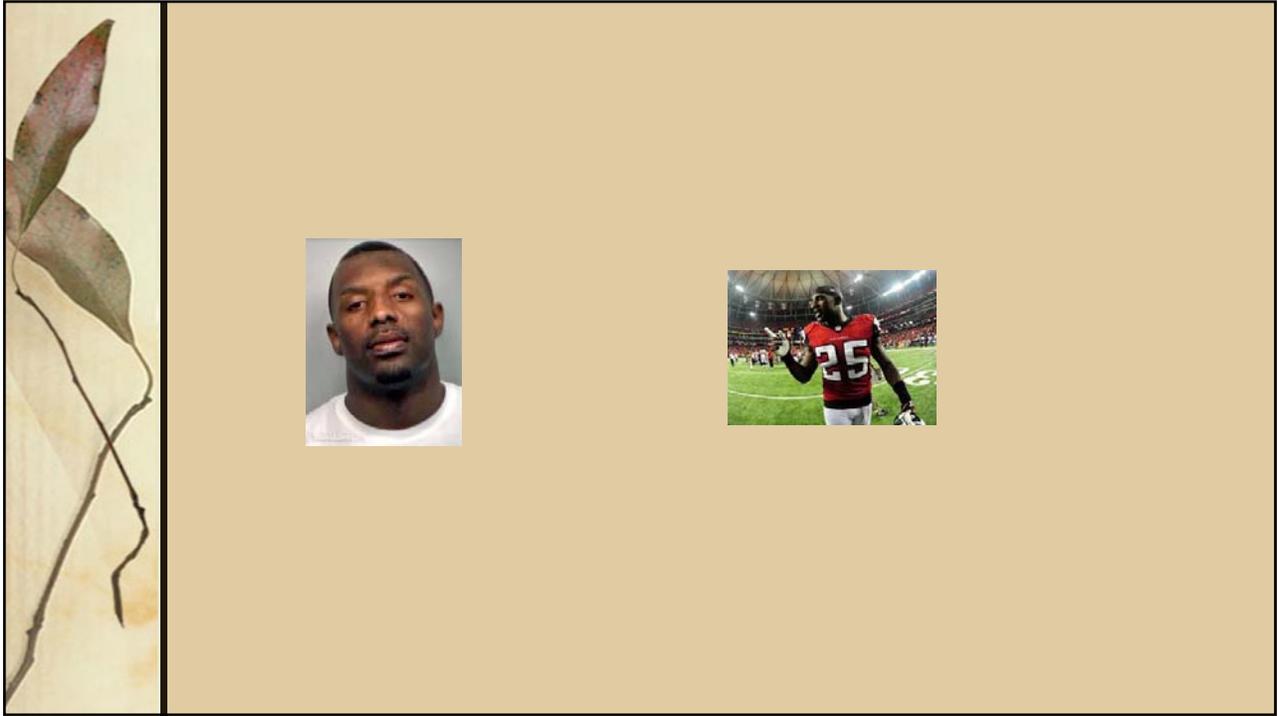




CULTURAL COMPETENCE

refers to an ability to interact *effectively* with people of different **cultures**, races, socio-economic backgrounds, abilities, sexes, and genders, among other identities





Stereotyping can creep into our decisions about youth's outcomes in our daily work.

So, how DO you develop a critical consciousness and foster empowerment for the disenfranchised?



What is Columbia public schools doing?

- * Equity Training – NCCJ
- * Restorative Practices - IIRP
- * InterAgency meetings
- * DMC members

We've also worked to:

- *Increase access to free and reduced lunch
- *Connect low-income and uninsured children and adults with medical and dental resources
- *Provide school supplies and clothing to families in need
- *Assist with transportation
- *Partner with community agencies who provide other services such as job training



Take-aways

- ❖ Challenge Silence
- ❖ PRACTICE engaging in cultural critical consciousness and personal reflection
- ❖ Model racial and social consciousness in your own teaching
- ❖ (Build into your classroom, a climate, expectations, and opportunities to have critical conversations)



DON'T STEP ON YOUR MENTAL GARDEN HOSE!

[People stuck on escalator - YouTube](#)

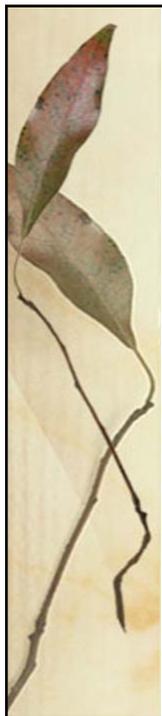


"Diversity is not a *sometimes* issue that only needs to be addressed *sometimes*.

In order to help people learn how to recognize and correct stereotypes, to find common ground and to be able to work with and celebrate difference within the team, *open communication about diversity must be fostered.*"

Justice - WVU

Social



- **Take the time to learn about your students' background, interests, and learning style.**
 - This will allow you to create an environment that is conducive to each individual student.
- **Allow time for the students to learn about each other and gain an appreciation for the diversity they bring to the classroom.**
 - Remind them how boring it would be if we were all alike and there were no differences among us to make each person unique.
 - Teach students that everyone has strengths and weaknesses. When working in teams encourage students to take advantage of the strengths of the team members in order to produce the best possible results.



•**Bring in different people to the class as resources that students might be able to connect with.**

- Search out people that are different from yourself and that might share certain qualities with your students.
- Students need role models. Many times when they see they are connected in some way to a person they will be more apt to listen and learn from them.

•**Never tolerate bullying, teasing, and other put-down behavior at any time in the classroom.**

- Implement a "zero tolerance" for anything that is disrespectful, hurtful, or intolerant of diversity.
- Make sure ALL of your students have a voice



Three "MUST KNOWS:"

1. Multicultural education and educational equity and excellence are deeply interconnected;
2. Teacher accountability involves being more self-conscious, critical, and analytical of one's own teaching beliefs and behaviors;
3. Teachers need to develop deeper knowledge and consciousness about what is to be taught, how, and to whom.

YOU MUST CREATE A DIVERSE CLASSROOM!!!

