

Cultural Competencies for Teachers

General Education

- What does each word mean?
- How do we educate ourselves on new language or identities?
- Sexuality education
- What laws apply?

Education (Pre-service)

- LGBTQ history; newer info, analysis
- Terminology as it evolves
- Identifying their biases and addressing them
- Intersectionality
- Gender studies
- Why some things are “normalized” and why that is wrong
 - Gay slurs
 - Color association
 - Heteronormativity
 - Shift in culture, focus on the words/terminology that are used
 - “Who is picking you up today mommy or daddy?”.
 - Review of forms, spouse 1/spouse 2, parent 1/parent 2
- That they MUST intervene when gay slurs are used in schools and HOW to intervene
- Need to know policies and practices that are in place in their school and/or school district.

Education (Continuing)

- Terminology as it evolves
- Intersectionality as it evolves
- Negative outcomes from lack of competencies
- Changing school expectations
- Resources that support self directed education and mandated training
 - what their resources are
 - where to find them
 - affirmative action officer
 - human resources
 - GSA
 - library

Cultural Competencies for School Personnel

Non-teaching staff:

Guidance counselor
School nurse
Substance Abuse Counselor
Child Study Team
Social worker
Secretaries
Custodians
Security

What competencies are required? Lawful? Create a safe and inclusive school?

- Terminology as it evolves
- Intersectionality as it evolves
- Negative outcomes from lack of competencies
- Changing school expectations
- Resources that support self directed education and mandated training
 - what their resources are
 - where to find them
 - affirmative action officer
 - human resources
 - GSA
 - Library'
 - What is inclusive behavior for a school staff

- Do you know school policy?
- Use of genesis/powerschool
- Clinical
- Non-clinical
- Internal docs vs legal docs

Cultural Competencies for Administrators

The administrator must ensure that all of the following are indicative of a safe and affirming space for race, class, culture, language, gender identity, sexual orientation, and disability:

- Mission statement
- School culture
- Professional development
- Clubs/groups/extracurricular
- Library/media center
- Confidentiality/privacy
- Mental health issues
- Terminology and language
- Lesson plans/curriculum
- HIB
- Attendance
- Mentor programs
- Affirmative action
- Cultural sensitivity
- Trends and data collection
- Innate staff bias
- Staff needs
- Community outreach
- Hiring