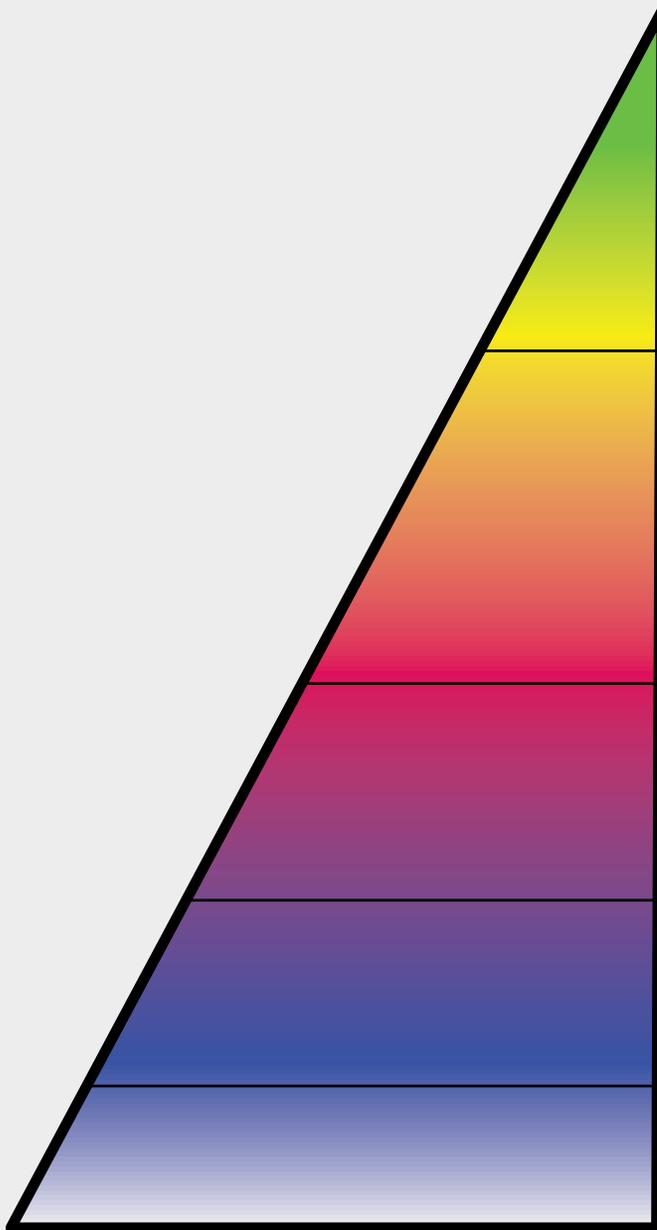# TAXONOMY OF CULTURAL RESPONSIVENESS

RESPONSIVENESS

Inclusion, Equity and Justice (Disposition)

I/We consistently apply knowledge and skills to significantly change day-to-day behavior within the context of diversity and inclusion, and can pursue equity and justice with a posture of reconciliation. This includes an openness to see beliefs in self and others that have evolved based on experience and a willingness to challenge those beliefs. I/We take action consistently to modify both my/our behavior and the behavior of others through learning, advocacy, and dialogue.

COMPETENCE

Inclusive (Knowledge & Skills)

I/We understand issues of diversity, inclusion, and my/our beliefs, values, and assumptions and their impact on my/our behavior. I/We understand the relationship between pedagogy, human behavior, and the ability to learn in the context of diversity and being inclusive. However, I/We do not consistently apply knowledge/skills to my/our behavior, daily work and living.

SENSITIVITY

My/Our awareness of diversity and inclusion, and my/our willingness to meet the needs of others, causes minor changes in my/our behavior, yet, I/we lack the knowledge to be fully aware of the impact of my/our beliefs, expectations, and assumptions on my/our behavior.
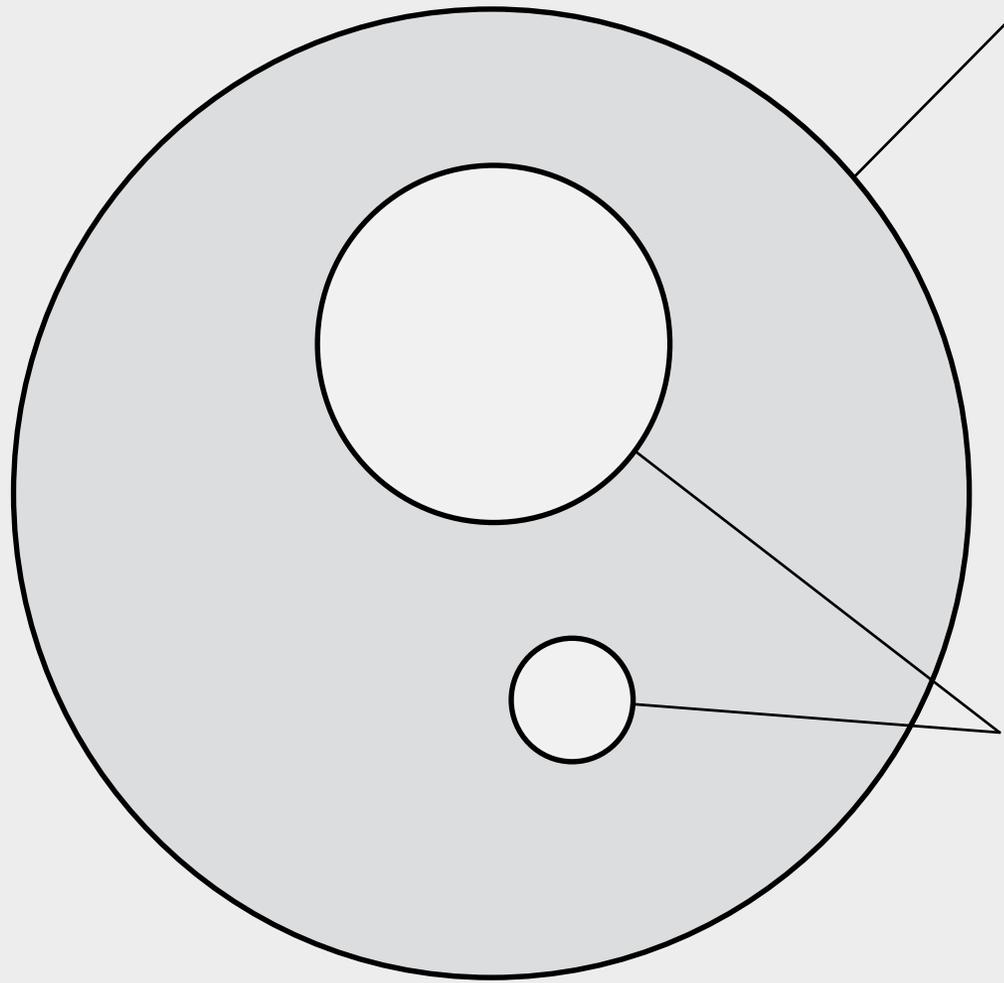
AWARENESS

I/We am aware of differences, yet do not have the knowledge to understand why I/we would want to change my/our behavior.

COMPLIANCE

I/We follow what the law requires; Federal, State, District Policies.

AREA OF CONCERN (Dark Grey)

Issues I/We are aware of, care about, or wish were different. This area is beyond our control and beyond our ability to change on our own.

Concern may be on a local, national, or global level and often is comprised of highly complex conflict that is impossible for us to fully understand or empathize with because we are not directly involved with it.

Areas of concern are areas worth building awareness about and speaking to, but outside of our sphere of responsibility.

SPHERES OF RESPONSIBILITY (Light Grey)

Issues I/We are aware of, care about, or wish were different. This area may not be fully in our control, but falls within an area where we have influence, voice, or the ability to make change. This sphere is the area in which we are directly affected and we can have direct effects.

Responsibility may be on a personal or local level (even national at times) and is the area where we are able to better understand and empathize due to our proximity and influence.

Spheres of responsibility include relationships, jobs, family roles, community roles, and other roles.