

# AGENCY-WIDE COMPETENCIES

PSESD is committed to success for each child and eliminating the opportunity gap by leading with racial equity. In support of this commitment, PSESD has established Agency-wide competencies to provide clear pathways for staff to develop and increase their engagement in antiracist leadership practices.

## CULTURAL PROFICIENCY



Articulates and applies historical context of racism and understands the current reality of students and communities of color in order to support racial equity. Actively demonstrates a commitment to supporting equity and inclusion, and serves as an advocate with colleagues, partners, and communities to meet the Agency's END and goal of becoming an Antiracist Multicultural Organization in support of eliminating the opportunity gap.

## RACIAL EQUITY ADVOCATE



Recognizes, supports, and engages in dismantling institutional racism. Partners with, and is accountable to stakeholders, including children, families, and communities of color.

## RACIAL EQUITY MINDSET



Demonstrates awareness of biases, internalized racial superiority and oppression. Leads with a racial equity lens and actively uses the racial equity tool in meaningful ways.

## TRANSFORMATIONAL VALUES



Contributes to valuable and positive, antiracist transformation in individuals, organizations, and social systems in an effort to actively progress across the antiracist multicultural institution continuum. Is able to foster a sense of community and shared purpose via collaboration and cooperation with others inside and outside PSESD. Embodies the principles and practices that form the Agency's culture. Operates from an abundance mentality that recognizes opportunities, and is optimistic and realistic about the future.