

# ANTIRACIST LEADERSHIP 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 ANTIRACIST LEADERSHIP COMPETENCIES TO PROVIDE CLEAR PATHWAYS FOR STAFF TO DEVELOP AND INCREASE THEIR ENGAGEMENT IN ANTIRACIST LEADERSHIP PRACTICES.



## 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.

## 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.

## 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.

## RACIAL EQUITY ADVOCATE

Recognizes, supports, and engages in dismantling institutional racism. Partners with and is accountable to those with whom we are in transformational relationships, including children, families, and communities of color.

