



# CCDEI Standards for Educators

Cultural Competency, Diversity, Equity, and Inclusion



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- [https://www.youtube.com/watch?v=7\\_M4Q6d05L8](https://www.youtube.com/watch?v=7_M4Q6d05L8)



## **Who we are**

We are one agency with two boards. We work to ensure Washington's educator workforce is composed of equity-minded, professional educators who meet the diverse needs of students, schools, and districts. We work towards this vision by creating innovative policies that strengthen educator quality, support workforce development, and advance equitable pathways into the profession. The Professional Educator Standards Board and the Paraeducator Board recognize that high standards for all educators are essential to student success and achievement.

## **About the Professional Educator Standards Board**

Created in 2000, the PESB Board is responsible for policy and oversight of Washington's educator preparation, certification, assignment, and professional growth systems. The Board consists of twelve members appointed by the Governor, the majority of whom are practicing educators.

# Definitions

**Cultural Competency:** Knowledge of student cultural histories and contexts, as well as family norms and values in different cultures; knowledge and skills in accessing community resources and community and parent outreach; and skills in adapting instruction to students' experiences and identifying cultural contexts for individual students.

**Diversity:** The presence of similarities and differences within a given setting, collective, or group based on multiple factors including race and ethnicity, gender identity, sexual orientation, disability status, age, educational status, religion, geography, primary language, culture, and other characteristics and experiences.

**Equity:** Developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable opportunities for all individuals. The term also includes eliminating barriers that prevent the full participation of individuals and groups.

**Inclusion:** Intentional efforts and consistent sets of actions to create and sustain a sense of respect, belonging, safety, and attention to individual needs and backgrounds that ensure full access to engagement and participation in available activities and opportunities

# Overview

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1. Understanding Self and Others – When educators understand themselves deeply as diverse cultural beings, they can better serve others across a range of human differences.
2. Student, Family, and Community Engagement - Educators include students, families, and communities as valued members of and contributors to the education community.
3. Learning Partnerships - Educators create conditions that support partnerships and shared responsibility for learning.
4. Leading for Educational Equity - Educators create opportunities and remove barriers to ensure each and every student experiences the full benefit of public education.



# Understanding Self and Others

Educators explore their identities and diversity factors.

Reflect on how identity shapes perspectives and work.

Respond to students and families in culturally competent ways.



# Student, Family, and Community Engagement

- Build relationships with respect and trust.
- Adapt communication styles to reflect diversity.
- Provide opportunities for family and community involvement.

# Learning Partnerships

## Create

Create inclusive environments for shared learning.

## Encourage

Encourage collaboration among educators, families, and students.

## Empower

Empower communities to engage in decision-making.



# Leading for Educational Equity

- Reflect on personal biases and privileges.
- Work to address systemic inequities.
- Advocate for change and equitable practices.



# How Our Students Can Develop Their Cultural Competence

- **Practice openness** by demonstrating acceptance of difference.
- **Be flexible** by demonstrating acceptance of ambiguity.
- **Demonstrate humility** through suspension of judgment and the ability to learn.
- **Be sensitive to others** by appreciating cultural differences.
- **Show a spirit of adventure** by showing curiosity and seeing opportunities in different situations.
- **Use a sense of humor** through the ability to laugh at ourselves.
- **Practice positive change or action** by demonstrating a successful interaction with the identified culture.



**PennState Extension**

## Cultural Competence and Psychological Safety

- Cultural competence helps employees feel psychologically safe.
- Diverse companies perform better financially and operationally.
- Inclusion increases employee engagement and retention.

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## Benefits of Cultural Competence

- Enhanced collaboration through active listening and empathy.
- Increased job satisfaction for diverse employees.
- Higher productivity and improved teamwork in culturally competent teams.

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Questions