Culturally Responsive Questionnaire and Reflection Tool for Districts

The following tool was developed to heighten your awareness of your district’s policies and procedures and the impact/influence of cultural and linguistic factors. Respond Yes (Y) or No (N) for each statement.

___ My district has a mission statement and/or written policies and procedures that include a written commitment to serving people regardless of disability, language, sexual orientation, gender identity, culture, ethnicity, religion, and immigration status.

___ The district provides services in a way that affirms and is inclusive of many identities (including identities related to age, disability, language, sexual orientation, gender, culture, ethnicity, religion, and immigration).

___ My district has a policy for handling staff members’ inappropriate language or behavior, related to race, ethnicity, gender, ability, or sexual orientation.

___ My district actively recruits bilingual employees.

___ My district actively recruits employees from culturally diverse populations.

___ My district actively recruits employees who have experience working with populations reflecting diverse cultural and linguistic backgrounds.

___ My district hires and retains staff members who reflect the diversity of the populations being served.

___ My district hires and retains staff members who demonstrate cultural competency.

___ My district hires and retains staff members who are knowledgeable about the populations being served.

___ My district has an equal opportunity employment (EOE) policy.

___ My district has persons representing various culturally and linguistically diverse backgrounds in leadership roles.

___ My district promotes persons who speak with accents or dialects based on job performance, not based on use of Mainstream American English.

___ My district accommodates space or time off for religious observances that are not part of the work calendar.

___ My district provides training on providing services that are accessible and culturally-informed, both during new staff orientation and during ongoing in-service trainings/staff trainings.

___ My district supports staff members in their work with students and families from diverse cultures, abilities, orientations, etc.
___My district partners with community organizations in ways that improve services for students and families from diverse cultures, abilities, orientations.

___My district’s materials, décor, reading material, and other physical aspects of the environment reflect the diversity of the people being served.

___The building space feels welcoming and inclusive and is a safe space.

___My district has policies and procedures for obtaining regular input and feedback from families with regard to the accessibility, inclusiveness, cultural relevancy, and physical and emotional safety of the environment.

___My district has a list of interpreters available for communication purposes.

Reflection:
What can our district improve?
What are the first steps?
What resources do we already have that will support our efforts?
What resources and supports do we need to support our efforts?