

## 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?