Using a Culturally Responsive Leadership Framework


### WHAT IS THIS RESOURCE?

The authors developed a culturally responsive leadership framework (CRLF) to address context, distributive leadership, and cultural responsiveness. Examining these elements strengthens an organization’s ability to meet the changing needs of employees and communities and helps leaders create inclusive environments for diverse stakeholders.

### WHAT ARE THE CRITICAL FINDINGS?

<table>
<thead>
<tr>
<th>CONTEXT</th>
<th>LEADERSHIP STYLE</th>
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<td>• How the organization interacts with the surrounding environment</td>
<td>• How to use staff’s shared experiences and abilities to make the best decisions about client and system needs</td>
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<td>• Staff and community values, perceptions, and changing needs</td>
<td>• How to engage and empower staff and other stakeholders to contribute to transformative change and innovation</td>
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**CULTURALLY RESPONSIVE LEADERS**

**CULTURAL HUMILITY AND COMPETENCE**

- Cultural competence nestled within cultural humility serves as a lens for self-awareness and self-reflection
- Cultural humility includes self-reflection and consideration of diverse experiences and shared power; it is a lifelong learning process
- Cultural competence is a process of becoming more culturally aware, skillful, knowledgeable, and inclusive grounded in equity, diversity, ethics, and effectiveness
- Leadership humility includes willingness to view oneself accurately, appreciation of other’s strengths and contributions, affirming each person’s culture in the work place, and willingness to learn from all people

Applying the CRLF helps organizations develop culturally responsive leaders who consider the context they are working in, engage others in decision-making, are aware of their own biases, and center their practice on diversity, equity, and inclusion.

### WHAT ARE THE IMPLICATIONS FOR OUR WORK?

Using the CRLF to guide policies and practice will better serve children and families. Culturally responsive leadership generates equitable treatment of marginalized communities, empowers staff to be part of change, and increases worker retention.