



Using a Culturally Responsive Leadership Framework

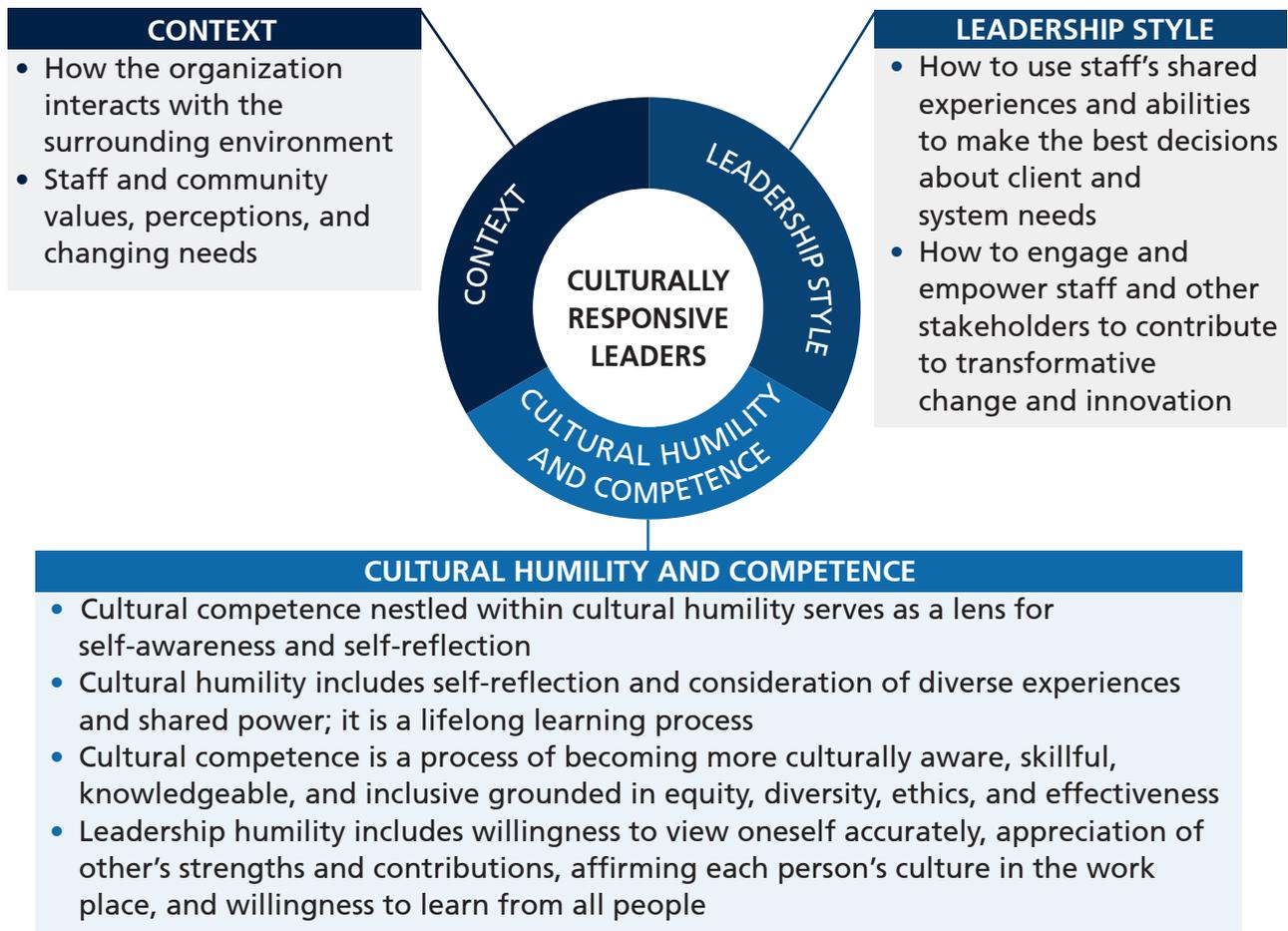
Campos-Moreira, L. D., Cummings, M. I., Grumbach, G., Williams, H. E., & Hooks, K. (2020). Making a case for culturally humble leadership practices through a culturally responsive leadership framework. *Human Service Organizations: Management, Leadership & Governance*, 44(5), 407-414. <https://doi.org/10.1080/23303131.2020.1822974>

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?

The CRLF equitably improves organizational outcomes by addressing three elements:



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.