

CSSP Staff Core Competencies for Working to Achieve Racial Equity

Domain	Sub-Domain	Competency
Knowledge	Foundational Knowledge & Core Concepts	1. Understanding why racial equity is a part of CSSP's Theory of Change (TOC) and the rationale for CSSP's desired racial equity outcomes.
		2. Understanding CSSP's analytical and action framework for working to achieve racial equity.
		3. Understanding core constructs such as structural racism, equity, justice, White privilege, internalized oppression, anti-racism, etc.
		4. Understanding how race-based privilege and power has contributed to "the range of barriers to equal opportunity and the depth of embedded racial inequities"—how they were created, are currently reinforced and maintained, and can be removed.
		6. Understanding relevant amendments, laws, regulations, and policies (e.g., 14 th amendment, Federal Indian Policy, immigration policies).
		7. Examining relevant "real-time" issues (e.g., stereotype threat and the murder of African Americans; debate regarding immigration policies).
		8. Understanding what a reduction in institutional and structural racism look like (i.e., outcomes).
		9. Understanding the specific areas of racial disparity of focus for the organization.
		10. Understanding and practicing the organization's values.
		Data

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Knowledge (cont.)	Implications for CSSP's Areas of Work	12. Understanding how racial equity is a core objective in one's area of work.
		13. Understanding within one's area of work how race-based privilege and power has contributed to "the range of barriers to equal opportunity and the depth of embedded racial inequities"—how they were created, are currently reinforced and maintained, and can be removed.
		14. Understanding the specific areas of racial disparity of focus for the respective work team.
		15. Understanding what racial equity will "look like" with respect to the work team's areas of focus.
Skills	Analytical	1. Critically examining social issues and messages for racial biases and inequities and their impact on oneself and others' thinking, emotions, and behaviors.
		2. Developing strategies for working to achieve racial equity through one's work.
		3. Disaggregating data by race in all analyses.
		4. Identifying areas in work where a racial equity analysis could/should be applied to advance the work to eliminate racial disparities and inequities.
		5. Including in written materials relevant issues about barriers to opportunity and embedded racial inequities.
	Practice	6. Applying a racial equity analysis in policy issues.
		7. Applying a racial equity analysis in practice issues.
	Facilitation	8. Facilitating discussions about racial equity (difficult issues involving race).
		9. Learning how to create a "safe space" that encourages people to open up and feel comfortable enough to discuss difficult issues.

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Skills (cont.)	Communication	10. Communicating effectively with colleagues and refining interpersonal communication skills, in general.
		11. Communicating effectively about issues related to racial equity.
		12. Developing non-violent communication skills (e.g., empathy and compassion movement).
		13. Developing active listening skills.
Attitudes (Affect)	Self-Reflection	1. Appreciating the need to practice cultural humility in one's life and work. That is, careful consideration of one's own assumptions, beliefs, emotions, and behaviors that are embedded in one's understandings and goals when interacting with individuals of different races or cultures.
		2. Examining and reflecting on one's own racial/ethnic biases/prejudices that may impact one's work.
		3. Acknowledging one's racial or cultural "blind spots" and working to address them.
		4. Feeling comfortable and competent to express racial equity and race inequity opinions even if they differ from the majority.
		5. Disagreeing regarding racial equity issues and their intersections without being defensive and criticizing others' point of view.
		6. Thinking/talking about individual issues in being self-aware/mindful about racial equity issues.