

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

PROGRAM
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Cultural Competency

2260.1 CULTURAL COMPETENCY

The South Orange-Maplewood School District is a teaching and learning community with a core commitment to striving together for cultural competency. Cultural competency includes the following elements:

1. Understanding and appreciation of cultural diversity;
2. The ability to function effectively in multiple cultural contexts;
3. Commitment to, and attainment of, academic proficiency;
4. Commitment to, and respect for, democratic process and political diversity;
5. Understanding oneself as an empowered, responsible, and accountable individual, and interacting with others in that spirit;
6. Respect for, and adherence to, basic norms of honesty, conscientiousness, and cooperativeness;
7. The avoidance of behavior that is harmful to oneself and to others;
8. Understanding perceptions and practices that disempower people in general, and people in disadvantaged, or non-dominant, cultural groups in particular, and having sympathy and receptivity toward efforts to empower people in general, and people in disadvantaged, or non-dominant, cultural groups in particular;
9. An ongoing effort to overcome overt and subtle forms of bias, prejudice, discrimination, harassment, intimidation, bullying, and other destructive beliefs and practices associated with group affiliations along lines such as race, ethnicity, class, gender, sexual orientation, disability, popularity, religion, and ideology.

First Reading: February 23, 2015

Second Reading: March 16, 2015

Adoption: _____