

Cortez's EDI Competencies Development Model

The Foundations of Lifelong Learning & Cultural Humility for Social Justice Goals



Values

Relationship
Building

Inclusive
Leadership



Strategic Actions for Equitable Student Outcomes

Racial Justice and Cultural Humility

Racial Justice is a vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous, Latinx, Asian Americans, Native Hawaiians, and Pacific Islanders, in particular, have the dignity, resources, power, and self-determination to fully thrive (Glenn Harris, 2021).

Cultural humility is a practice of self-reflection on how one's own background and the background of others, impacts teaching, learning, research, creative activity, engagement, leadership, etc. It is committing to work individually and with others to end unjust power imbalances. It leverages institutional accountability to redress oppression, discrimination and harm individually, interpersonally, institutionally, and structurally (Tervalon and Murry-Garcia, 2018).