

Cultural Responsivity, Cultural Relevance, and Cultural Reinforcement (C-RRR) as EDI (Equity, Diversity, and Inclusion) Practices

Cultural Responsivity - Being culturally responsive is demonstrating mindfulness for diverse cultural values. Recognizing the history and impact of social structures that marginalize humans. Recognize and honor diverse ways of communication, gathering, and, of being. Recognize that multi-generational pain, grief and loss may exist due to having to negotiate social, political, economic, institutional and organizational systemic oppression. C-RRR is about demonstrating accountability and responsibility to disrupt and stop inequities.

Cultural Relevance - Being culturally relevant is being mindful to introduce discuss, and support dialogue on the topics, subjects, and, issues that matter to marginalized populations; matters that are pertinent to diverse populations *as identified by themselves*. Being Culturally Relevant is about consulting with diverse populations about matters that fit and are relatable to populations historically excluded from decision-making processes. Cultural Relevance is about addressing, presenting and sharing information in ways that authentically connect with historically excluded populations. C-RRR is about recognizing and deconstructing power-over dynamics; it is about educating, addressing and sharing information that liberates.

Cultural Reinforcement - Being culturally reinforcing is the act of respecting, valuing, honoring, and, celebrating diverse cultures. It is the act of acknowledging diverse group's heritage, language, lived experiences, ways of knowing, and worldviews. It is joining in the celebration of their heritage, ancestry, strengths, and multi-generational stories and histories. It is the recognition of their capacity to lead EDI social change. C-RRR is about doing nothing *to or for* diverse cultures; it is about consulting with, standing alongside, and, building alliances with diverse populations believing they know the solutions to the issues brought upon them. C-RRR is about EDI alliance-building opportunities, experiential learning, vulnerability, honest engagement, and, a deep exploratory discovery; an artful - co-creative growth mindset for change. C-RRR is about building strong, trusting, intra-cultural relationships for the purpose and intent of co-constructing innovative action for social change. (Chavez-Haroldson, 2018)