PERM Framework



Achieving Cultural Competence through Power, Empathy, Relationships, & Mindset

Dimension	POWER	ЕМРАТНҮ	RELATIONSHIPS	MINDSET
EAL EXPERIENC	E			
Definition	The elevation and influence of marginalized populations in order to systematically impact decisions, policies, programs and structures and establish an environment of shared leadership.	The acknowledgment, appreciation and deep understanding of various identities and the impact they have on each individual human experience, in order to address implicit and explicit biases that affect decision-making and interactions with others.	The fulfillment of the innate human need to genuinely connect with others and establish a sense of belonging in order to foster a safe and accepting atmosphere that is inclusive to all.	The expansion of cultural knowledge in order to embrace diverse perspectives and experiences through gained self-awareness and ongoing reflection.
Theory	If we don't acknowledge the power and privilege that we each hold, we disregard the opportunity to relinquish our power, inhibiting us from elevating others.	If we don't consider our identities individually and how they intersect with each other, we inherently may be producing content and interacting with youth from a biased lens.	If we don't work to foster safe and accepting environments, we forgo the ability to build a solid foundation for genuine relationships with youth.	If we don't recognize the need for continuous expansion of cultural knowledge, we dismist the notion that our identities arever-evolving.
COMMENDATION				
Best Practice	Create opportunities for adults and youth to learn content together.	Reach out to youth individually to learn more about them and their experiences in a noninvasive	Meet youth where they are based on their individual needs.	Continuously strive to understand the impact of our own racial identity on how we