

PERM Framework

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



IDEAL EXPERIENCE

Definition	POWER	EMPATHY	RELATIONSHIPS	MINDSET
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 dismiss the notion that our identities are ever-evolving.

RECOMMENDATIONS

Best Practice	POWER	EMPATHY	RELATIONSHIPS	MINDSET
	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 way.	Meet youth where they are based on their individual needs.	Continuously strive to understand the impact of our own racial identity on how we interact with the world.