

## What Is Diversity Competence?

Diversity competence means being aware of the differences and similarities between people - and understanding how these affect relationships, communication, and learning. It includes the ability to recognize discrimination, reflect on one's own position of privilege or marginalization, and act in ways that support equity and inclusion.

Educators with diversity competence know that not all children experience school in the same way. For some, the language used in the classroom may feel unfamiliar. Others may not see their families, identities, or experiences reflected in books or lessons. Some may carry invisible struggles, such as poverty, trauma, or racism.

Diversity competence is not a fixed skill. It is a lifelong learning process that involves self-reflection, feedback, and action. Educators need to ask themselves:

- Who is seen and who is invisible in my classroom?
- Whose voices are missing?
- Do my materials reflect different experiences and realities?

Diversity-competent educators adapt their teaching to create a sense of belonging for all learners. They encourage students to share their perspectives, use inclusive language, and make room for different ways of knowing and expressing. Above all, they work to build safe spaces where all children feel seen, respected, and valued.

Sources: *Learning for Justice* ([learningforjustice.org](http://learningforjustice.org)), *UNESCO Inclusive Education* ([inclusive-education.org](http://inclusive-education.org))