



List of Topics

DIVERSITY BASICS

- Key concepts and vocabulary
- Dimensions of diversity: innate, acquired and intra-group
- Social justice, civil and human rights
- Elements of culture and communication style
- The value of diversity and the need for unity
- From ethnocentrism and assimilation to unity in diversity

THE REALITY OF RACE

- What is race and how many races are there?
- How do we get our skin color?
- Genetics, eugenics and the family tree
- Our stories

PREJUDICE, POWER AND PRIVILEGE

- Prejudice: causes, consequences and cures
- Racism, discrimination, and stereotypes in society today
- Disproportionate discipline and the school-to-prison pipeline
- Micro-aggressions and colorblindness
- Missing chapters, counter narratives
- U.S. historical perspectives, laws and policies
- Local tribal history and culture
- Unconscious bias, intent vs. impact
- The power of language

EQUITY, EXPECTATIONS AND ACHIEVEMENT

- Achievement gap, opportunity gap, potential gap, diversity gap
- School experiences of mainstream and marginalized students
- Teacher expectations and student achievement
- Institutional barriers to equity and achievement
- Poverty, gender, religion, LGBT and ELL topics
- Equality vs equity

MODELS OF UNITY AND ACTION

- Authentic voices, multiple perspectives, involving parents and community
- Stages of organizational development, diversity challenges and solutions
- Culturally-responsive pedagogy: curriculum, instruction and assessment
- Creating a culture of inclusion: successful models and strategies
- Multicultural assessment of our organization
- Creating a diversity action plan