

NATURAL LEADERS

DIVERSITY AND INCLUSION TRAINING

INDEPENDENT STUDY



PLEASE USE THIS LINK TO SUBMIT WORK:
[HTTPS://FORMS.GLE/34SKQ421GWIEGBUL6](https://forms.gle/34SKQ421GWIEGBUL6)

Activity 1

What is diversity to you?

Why do you think it is important?

DEFINITION

The definition of diversity, according to Merriam-Webster, is “the condition of having or being composed of differing elements; variety; especially the inclusion of different types of people (such as people of different races or cultures) in a group or organization.”

WHAT IS HAPPENING

“When the word is proudly invoked in a corporate context, it acquires a certain sheen. It can give a person or institution moral credibility, a phenomenon that Nancy Leong, a University of Denver law professor, calls “racial capitalism” and defines as “an individual or group deriving value from the racial identity of another person.” It’s almost as if cheerfully and frequently uttering the word “diversity” is the equivalent of doing the work of actually making it a reality.”

Optional: read “Has Diversity Lost its Meaning”

by Anna Holmes, NY Times, Oct. 27, 2015

- <https://www.nytimes.com/2015/11/01/magazine/has-diversity-lost-its-meaning.html>

Activity 2

▲ To truly celebrate diversity and practice inclusiveness we must recognize/appreciate the systems of oppression for those outside of the dominant/white culture and share and listen for understanding to strengthen community cultural wealth.

Please watch these videos;

- https://youtu.be/fnLqjpf_gLc
- <https://www.youtube.com/watch?v=mzu3ira61k8&feature=youtu.be>

▲ Spend some time looking for a good book, quote, or video that really captures celebrating diversity. Share it with three people.

What did you share?

Who did you share it with?


Activity 3

All of the below is taken from Teaching Tolerance's "Critical Practices for Anti-bias Education: Family and Community Engagement."

INCLUSION OF FAMILY AND COMMUNITY WISDOM

Incorporating family and community knowledge can greatly enhance student learning. Students possess tremendous experiential wisdom on issues related to identity, culture, history and justice/injustice. Family members, friends, neighbors and community members frequently have stories to share and are usually happy to talk [...] about their lives and perspectives.

CONSIDER THESE SUGGESTIONS FOR INCORPORATING FAMILY AND COMMUNITY WISDOM INTO THE CURRICULUM AND THE CLASSROOM

- Community-based art projects
 - Community surveys
 - Guest speakers
 - Interviews with family and community members
 - Memoirs or other family-based writing
 - Oral histories
 - Video projects
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▲ Listen as Victoria Purcell-Gates explains how teachers can learn from communities and parents.

- <https://vimeo.com/80840361>

What does Purcell-Gates express about the need to collect information about students from the community?

As a Natural Leader how can you incorporate some of these suggestions into your school community events and/or classrooms?

Optional: Visit Teaching Tolerance for the full professional development module: <https://www.tolerance.org/professional-development/critical-practices-for-antibias-education-family-and-community-engagement>

INCREASED CONNECTION AMONG FAMILIES AND USE OF LOCAL RESOURCES

Connecting families with each other deepens students' understanding of each other as they become increasingly aware of the personal and cultural contexts that shape them.

LEARN: SUGGESTED STRATEGIES FOR CONNECTING FAMILIES

- Family events: Potlucks or picnics, family affinity events (e.g., for families from a certain cultural or ethnic group, LGBTQ+ families, families of color or adoptive families), student work showcases, student or community performances, film nights, game nights and cultural events.
- Family education programs: Films, speakers or discussions for parents and guardians on topics such as bullying prevention, identity development, racial identity, gender expression, sexuality, learning differences or family diversity.
- Family service/engagement projects: Local food banks, neighborhood political and social causes, community events (e.g., Martin Luther King, Jr. Day celebrations, LGBT Pride events) and fundraising projects.
- Pooling resources and sharing support: Create a user-friendly contact list so families can connect and support each other on an informal basis.

GO DEEPER: LOCAL COMMUNITIES ARE FULL OF RESOURCES THAT CAN ENHANCE TEACHING AND LEARNING.

- People: elders, artists, musicians, researchers, community leaders, policymakers, journalists, advocates, historians, cultural workers and everyday people with rich life experience.
- Places: museums, cultural centers, libraries, neighborhood landmarks and sites of historical interest
- Organizations: formal or informal groups engaged in relevant cultural, artistic, social or political projects
- Events: cultural and community celebrations, commemorations, political actions, artistic events, performances, student conferences and community education events

Activity 4

APPLY:

What events does your school community hold to encourage connections among families? What family events should be on your school's calendar? Search the internet, local library postings, and other information sharing areas to find events. List three you have found;

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Make a list of resources in your community. What people, places, organizations and events are available to you and your students?

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