

DIVERSITY TRAINING PROGRAM

NEA views the diversity that exists among our members, staff, students, and communities as a great asset for public education and works to maximize this asset through the National Diversity Training Program:

- **Understanding Diversity** (2 hours minimum) — Take part in an interactive process that helps you better understand the language and imagery of diversity in light of America’s changing demographics and the importance of diversity to NEA’s history and philosophy. Explore the primary and secondary dimensions of diversity, the attitudes they can spawn, and the infinite ways people are different.
- **Reacting to Differences** (2 hours minimum) — The treatment we extend to others is rooted in perceptions, values, and beliefs about them and their entitlements, resulting in the emergence of privileged and oppressed groups, or in this workshop exercise, the creation of “insiders” and “outsiders.” View and discuss a video designed to trigger critical thinking about prejudice, power, and entitlement.
- **Diversity Curriculum for Education Support Professionals** (4 hours minimum) — Take part in a workshop session especially tailored to be relevant to the everyday experiences of a broad range of education support professionals. Explore how addressing the diversity that exists among ESPs, other education professionals, and students helps us create a better work environment for educators and, most important, a better learning environment for students.
- **Developing Cultural Identity** (1 ½ hours minimum) — Take part in interactive exercises that reveal the nature of the socialization process; examine models that reveal how we learn about our own culture and the cultures of others; experience how our values, beliefs, and self-concepts affect the way we think, behave, and make assumptions about people who are different; and learn how the absence of information—the silent teacher—can contribute to assumptions, even bigotry, about the status and entitlements of people who are different.
- **Valuing Diversity** (1 ½ hours minimum) — Explore how individuals and organizations can gain “diversity competence” as we move along a continuum toward fully accepting a diverse society. Individuals, also take part in a “hot buttons” activity to help you identify stereotypical or subtle statements and behaviors that make you angry or annoyed. You’ll be guided through a discussion on how you respond to your “hot buttons” being pushed and how you would like to respond in the future. Examine how diversity work fits into your goals, the Association’s goals, and the goals of your school and school district; and develop a plan to maximize the impact of your diversity work.

For further information and training request forms, please contact:

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NEA's Human and Civil Rights Department offers two foundational workshops—the Social Justice Training Program and the Cultural Competence Training Program—each of which can be held as a stand-alone session or an adjunct session to Diversity Training or to other training delivered by NEA Human and Civil Rights.

Social Justice Training Program

Rooted in the vision, mission, and values of NEA, the Social Justice Training Program helps members draw the connection between achieving social justice in schools and realizing academic success for all students. The program lays the foundation for NEA's social justice work by teaching educators to create more just and effective learning environments.

Offered as a one-hour overview or a two-hour or four-hour session, the Social Justice Training Program has three learning objectives:

- Deepen educators' understanding of social justice principles and why these principles are relevant to their work.
- Explore the impact of social justice issues on students and educators.
- Empower educators to apply the principles of social justice when confronted with social oppression in the workplace or Association.

Cultural Competence Training Program

Recognizing that culturally competent instruction helps educators close achievement gaps, NEA offers a program that expands the capacity of educators to serve students from diverse cultural and ethnic backgrounds.

Offered as a three-hour or four-hour session, the Cultural Competence Training Program has four learning objectives:

- Deepen participants' own cultural self-awareness.
- Increase their understanding of the link between cultural self-awareness and cultural competence.
- Identify culturally responsive teaching practices.
- Share strategies for promoting culturally responsive instruction.

For further information and training request forms, please contact:

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