

The Adelphi Diversity Certificate Program

**Supported by the Curriculum Advisory Council
Diversity, Equity, and Inclusion Subcommittee**



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Vision Statement

Amityville recognizes the need to build toward a broader community that is more diverse, more equitable, and more inclusive. We are committed to being a school district where all individuals are represented and included in the decision-making process, where all viewpoints are reflected in how the district operates, and where everyone is respected and valued.



Our Tasks

- Establish a common language for conversations about diversity, equity, and inclusion
- Create an ecosystem of success that is built upon a foundation of diversity, equity, inclusion, access, opportunity, innovation, confidence, trust, respect, caring, and relationship building
- Promote intercultural awareness
- Promote respect and inclusion both inside and outside of the school system
- Ensure that all students feel that they are welcome, they belong, and they are supported in all of our schools
- Foster a diverse and inclusive workplace to ensure that adults also feel that they are welcome, they belong and that they are supported

Diversity:

An affirmation of the richness of human differences, ideas, values, and beliefs.



Equity: The guarantee of fair treatment, access, opportunity, and advancement for all while striving to eliminate barriers that have prevented the full participation of all groups.



Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.





1. Understand issues of bias and intolerance as they affect the classroom and workplace experience.
2. Appreciate the diverse backgrounds of our students and our colleagues.
3. Evaluate the nuances and textures of cultural identities, behaviors, values, and dispositions of ourselves and others.
4. Develop strategies and practices to promote value and enhance diversity, equity, and inclusion in our personal and professional lives.

Topics That Will be Covered During the 2022-23

- 1- **Understanding Racism**- This workshop defines racism and a brief history of its development and evolution in the U.S. Participants will explore strategies for recognizing racism, as well as actions to take to diminish its influence.
- 2- **Confronting Implicit Bias and Microaggressions**- This workshop helps participants recognize implicit biases and micro-aggressive behaviors that may exist in themselves and others as it relates to race, religion, gender and gender identity, class, ethnicity, and people with disabilities.
3. **White Privilege**- This workshop will help participants explore issues, behaviors and practices of white privilege through techniques utilizing nonjudgemental approaches to anti-racist and intercultural competence, particularly in the workplace.
- 4- **Diversity and Cultural Competence**- This workshop provides an overview and rationale for the importance of promoting diversity, equity and cultural competence in the school environment.
- 5- **Title IX and Gender Bias**- This workshop explores gender stereotypes and biases (both conscious and unconscious), including Title IX compliance requirement.
- 6- **Safe Zone Training**- A Safe Zone is a place where all the people can feel secure, supported and welcomed
7. **The American with Disabilities Act: Issues of Access**- Using the Americans with Disabilities Act (ADA) as its foundation, this workshop addresses the nuances of disability etiquette, legal responsibility and accountability, and awareness concern from an equity and access perspective.



Let's Break it Down

Diversity is when you are invited to the party.

Equity is when you plan the party.

Inclusion is when you can dance at the party.

WE WANT EVERYONE DANCING AT OUR PARTY



WE'RE ALL IN THIS TOGETHER

Resources- Videos

[Do your Assumptions Affect How to Treat People?](#)

[Subconscious Racial Bias](#)

[How Children View Race Bias?](#)