



## Adelphi University Diversity Certificate Program

Diversity is an affirmation of the richness of human differences, ideas, values and beliefs. Advancing diversity in any organizational context involves promoting a climate of intercultural awareness, respect and inclusion across the organization and its stakeholders. Leaders, employees, teachers and the communities they serve represent a wide range of backgrounds and contexts. The **Diversity Certificate Program** is designed to promote inclusion and awareness of differences and their impact in order to enhance the effectiveness of organizations, improve the well-being of its members, and contribute to the cause of social justice.

The complete Diversity Certificate Program is comprised of eight workshops, including seven core workshops and the Capstone Experience workshop. Workshops are being offered online.

### 2021 Spring Cohort Starts Friday April 16<sup>th</sup> 2021 [Register HERE on My Learning Plan](#)

Each workshop typically meets for three hours and is led by Adelphi University faculty and/or administrative subject matter expert (SME) facilitators. Upon the successful completion of all of the workshops, participants are awarded with the Diversity Certificate from Adelphi University.

The maximum enrollment is 15 participants per cohort. Cohort cost is \$2,400 per person.

At the end of the Diversity Certificate program, participants should be able to:

- Understand issues of bias and intolerance as they affect their interactions inside and outside the organization.
- Appreciate the diverse backgrounds of one another and the people served by the organization.
- Evaluate the nuances and textures of cultural identity, behaviors, values and dispositions of themselves and others.
- Develop strategies and practices to promote, value and enhance diversity, inclusion and anti- racism in their personal and professional lives.

#### [Workshops – Spring Cohort Schedule](#)

<p><b>Understanding Racism- Friday April 16<sup>th</sup> 2021, 4:30-7:30 PM.</b> Defines racism and provides a brief history of how it has evolved, is communicated and reinforced.</p>	<p><b>Gender Bias and Title IX- Friday, May 14<sup>th</sup>, 2021 4:30-7:30 PM.</b> Explores gender stereotypes and bias (both conscious and unconscious). The workshop focuses on such issues as gender bias in the workplace and classroom and provides an overview of federal law, as well as its history and implications.</p>
<p><b>White Privilege: - Friday April 23<sup>rd</sup>, 2021 4:30-7:30 PM.</b> Help participants explore issues, behaviors and practices of white privilege through techniques utilizing non-judgmental approaches to anti-racism and intercultural competence, focusing on relevance to school and classroom settings.</p>	<p><b>SafeZone Training – Friday May 21<sup>st</sup>, 2021 4:30-7:30.</b> A SafeZone is a place where all people can feel safe, supported and welcomed, particularly members of the lesbian, gay, bisexual and transgender communities. This workshop explores microaggressive and discriminatory behavior, inclusive language use, the complexity of sexual identity, and specific actions that can be taken by individuals and groups to become allies and create SafeZones.</p>
<p><b>Confronting Implicit Bias and Microaggressions – Friday April 30<sup>th</sup> 2021 4:30-7:30 PM.</b> Helps participants recognize implicit biases and microaggressive behavior that may exist in themselves and others.</p>	<p><b>The Americans with Disabilities Act: Issues of Access – Friday May 28<sup>th</sup>, 2021 4:30-7:30 PM.</b> Using the Americans with Disabilities Act (ADA) as its foundation, this workshop addresses the nuances of disability etiquette, legal responsibility and accountability, and awareness concerns from an equity and access perspective.</p>
<p><b>Diversity and Cultural Competence – Friday, May 7<sup>th</sup> 2021 4:30-7:30 PM.</b> Provides an overview and rationale for the importance of promoting diversity and cultural competence in organizations and communities. The workshop addresses issues related specifically to race, ethnicity, gender, class and intersectionality.</p>	<p><b>Capstone Experience: Friday June 4<sup>th</sup> 2021 4:30-7:30.</b> Participants will have an opportunity to summarize key concepts, share their learning from the individual courses, reflect on their personal and professional experiences as a result of their participation in the course, and discuss how they plan to apply the program skills and knowledge to foster a diverse and inclusive workplace.</p>

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