

REQUESTING JCTA DIVERSITY TRAINING

The Jefferson County Teachers Association (JCTA) delivers training to Jefferson County Public Schools locations through a cadre of diversity trainers, comprised of JCTA members, who are specially selected and trained in diversity and social justice issues and who are skilled at working with adult learners.

JCTA can make the services of the Diversity Cadre available upon request. The requester can specify the site and the composition of the participant group. (All the diversity modules are designed for adult learners.) Some requesters hold diversity training for their SBDMs; some hold the training as part of a conference, retreat or professional development day; and others hold the training as part of a whole-school effort to change or further develop the school's culture. Participation in the training can be restricted to JCTAs members only or it can include all school employees and parents.

The requester provides the training site or can request to use the JCTA office if 30 or fewer participants are attending. The requester must recruit participants, provides refreshments or meal(s) for participants, and provides basic equipment e.g., an overhead projector or LCD screen, tables, etc.

JCTA will work with the requester to determine which of the four diversity training modules will best suit the requester's needs, the length of the event, and the number of trainers needed. Please note that JCTA can provide you with a condensed, one-day version of the complete curriculum instead of single modules.

At a minimum, JCTA requires a group of 25 participants and a 90- minute block of time to deliver one module.

JCTA will pay the cost of trainer travel, lodging, and meals, and JCTA will provide participant materials.

To request diversity training, contact:

Erin Houston
1941 Bishop Lane – Suite 300
Louisville, KY 40218

Phone: (502) 454-3400; Fax: (502) 452-2794

Email: erin.houston@jcta.org

Please note that it is important that this and all training fit into the overall goals of the Jefferson County Teachers Association. To that end, JCTA staff will work with the requester to ensure that the JCTA Board of Directors and JCTA Human and Civil Rights Committee are informed of the work we are doing with all requesters.

JCTA Diversity Training Request Form

Questions? Contact:

Erin Houston, JCTA Deputy Executive Director 502-454-3400 (erin.houston@jcta.org)

Requester's Name:

Requester's Email Address and Phone Number:

JCPS Location:

Requested Date of Training:

Desired Location of Training:

(If you have 30 or fewer participants, you may request to use the JCTA office)

Estimated Number of Participants:

Choose A Module(s) (indicate selection with an X)

Understanding Diversity
(2 hour session)

Developing Cultural Identity
(2 hour session)

Reacting to Differences
(2 hour Session)

Valuing Diversity
(2 hour session)

Comments:

Module Descriptions

Understanding Diversity: In this seminar, participants will be introduced to an interactive process that will help them to better understand the language and imagery of diversity in light of the changing demographics of American society As well as the importance of diversity to NEA s history and philosophy. Participants will also explore the primary and secondary dimensions of diversity, the attitudes they can spawn, and the infinite ways that people are different.

Developing Cultural Identity: Socialization is the process through which people learn about themselves, others, and the world. This seminar explores the intricate nature of the socialization process. Participants will examine models that that explain how we learn about our own culture and the cultures of others. With the aid of interactive exercises, participants will better understand how the values, beliefs and self-concepts they harbor affect the way they think, behave, and make assumptions about people who are different. Participants also will 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.

Reacting to Differences: We value people who are different based on what we know or believe to be true. As a consequence, the treatment that we extend to others is rooted in perceptions, values, and beliefs about them and

their entitlements. Such treatment often results in emergence of privileged and oppressed groups, or more simply but in a workshop exercise, the creation of “insiders” and “outsiders.” In this seminar, a video is sometimes presented to trigger critical thinking about prejudice, power, and entitlement. The “hot buttons” activity will help participants to identify things that people say and do that make them angry or annoyed. Many of these things will be stereotypical; others will be subtle. Participants will be guided through a discussion of how they respond to their "hot buttons" being pushed and how they would like to respond in the future.

Valuing Diversity: In this seminar, participants will examine and discuss how we can gain “diversity competence” as individuals and organizations as we move along a continuum toward fully accepting diversity. Participants also discuss how achieving diversity work fits into their own goals and the goals of the Association, their school and their school district. It provides participants the means of developing a plan to maximize the impact of their diversity work.