



What's your Diversity?

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Objectives



Participants will be able to:

- * Celebrate and recognize your own culture and appreciation of others' culture
- * Identify features of culturally responsive pedagogy and practices
- * Discuss what Diversity is and its' importance in our schools
- * to build an inclusive and welcoming environment for parents of all races/languages to feel involved.



“WHEN WE LOOK AT MODERN MAN WE HAVE TO FACE THE FACT THAT MODERN MAN SUFFERS FROM A KIND OF POVERTY OF SPIRIT, WHICH STANDS IN GLARING CONTRAST TO HIS SCIENTIFIC AND TECHNOLOGICAL ABUNDANCE, WE’VE LEARNED TO FLY THE AIR LIKE BIRDS, WE’VE LEARNED TO SWIM THE SEAS LIKE FISH, AND YET WE HAVEN’T LEARNED TO WALK THE EARTH AS BROTHERS AND SISTERS.”

Dr. Martin Luther King, Jr.



What is Culture?





Culture is the system of shared beliefs, values, customs, behaviors, and artifacts with which the members of society use to understand their world and one another.



Traditions Money Rites of Passage Food Legends

Values Holidays Education Beliefs Dress Myths

Family Structure Gender Roles Art Music Rituals

Religion Technology Geography Language/ Slang

Folk tales Spirituality Body space Taboos Norms

Child-rearing Sports Death Careers/Jobs "isms"

Body language Government Dance Literature

Surface Culture

Personal

- Accent
- Behavior
- Customs observed
- Physical appearance
-

Organizational

- Rules
- Policies
- Mission
- Regulations

Deep Culture

“Why”

- Beliefs
- Values
- Perceptions
- Assumptions
- Emotionally charged
- Communication style

- Benefits
- Hiring practices
- Appraisal systems
- Structure/organization
- Channels of

B - 10



Name: _____

CULTURAL BAG EXERCISE



Thinking Task



Take a few moments to think about what you would add to your culture bag. Jot down what you want to draw.

Discuss with an elbow partner:

How can you use this in your school?
How can this be used with students?





What is Diversity?



Diversity



The condition of having many types of people in a group

All the ways we are different from each other.



Flowers in a Garden

Diversity is important because it gives us beauty, variety, choices, and new ideas. Fresh ideas and different points of view are valuable as they can help us find creative solutions to the problems that confront us.



Talking to children



1. Don't ignore your child's questions
2. Expose children to diversity
3. Educate children about differences

Utah Diversity Data Book



Utah ranks as the 34th most racially and ethnically diverse state in the nation

22% of the state identifying as other than non-Hispanic white

Since 2010 40% of statewide population growth increased in racial and ethnic minority populations



What are Culturally Relevant Environments?



“Your organization is culturally relevant if what you do and how you do it is relevant to multicultural audiences.”

-Arvana Group

The WHAT



What you do can encompass:

- Programming
- Advocacy
- Curriculum
- or any of the substantive mission driven pieces of your work

The HOW

How you do it is your approach to the work-

- including your pedagogy (if you're teaching)
- your advocacy mindset
- whom you involve in your efforts
- the language you use
- your partnerships
- your messaging

