



# SCAN OF DIVERSITY TRAININGS

*October 2020*

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# INTRODUCTION AND METHODOLOGY

A partner in the Northeastern United States seeks to train teachers to become diversity coaches for their respective school communities. Hanover Research (Hanover) identified and compared six reputable diversity and cultural identity training programs for the district leadership's consideration based on the following criteria:



This report summarizes and presents publicly available information from vendors and providers. Summary details are listed in tables on the following two pages, divided into training content/format and logistics. The summary tables also include links to training program websites. Individual profiles on the subsequent slides provide additional information on training content, formats, and logistics.

# SUMMARY: TRAINING CONTENT AND FORMAT

TRAINING PROVIDER <i>PROFILED COURSE/PROGRAM</i>	INTENDED AUDIENCE	CONTENT	FORMAT	APPROACH
<a href="#"><u>Equity Journey Partners (EJP)*</u></a> <i>Cultural Proficiency School-Based Leaders Program</i>	District/school leaders	<ul style="list-style-type: none"> <li>Awareness domain (e.g., cultural proficiency)</li> <li>Knowledge domain (e.g., systemic and institutional racism)</li> <li>Skills domain (e.g., mindful listening)</li> </ul>	In-person (plus out-of-class work)	<ul style="list-style-type: none"> <li>Interactive group activities</li> <li>Self-reflection</li> <li>Role-playing</li> <li>Research</li> </ul>
<a href="#"><u>Equity Literacy Institute (ELI)</u></a> <i>Equity Coaching</i>	District/school leaders, staff, teachers	<ul style="list-style-type: none"> <li>Equity leadership coaching</li> <li>Instructional coaching for teachers</li> </ul>	In-person	<ul style="list-style-type: none"> <li>One-on-one</li> <li>Small groups</li> </ul>
<a href="#"><u>Generation Ready**</u></a> <i>Equity Institute</i>	District/school leaders, teachers	<ul style="list-style-type: none"> <li>Foundational elements of cultural proficiency</li> <li>Creating unique equity action plans</li> </ul>	In-person	<ul style="list-style-type: none"> <li>In-person workshops</li> <li>Hands-on interactive activities</li> </ul>
<a href="#"><u>National Alliance for Partnerships in Equity (NAPE)***</u></a> <i>Certified Educational Equity Coach</i>	Educators	<ul style="list-style-type: none"> <li>Educational Equity Coach certification</li> <li>Capacity building for increasing student access, educational equity, and workforce diversity.</li> </ul>	In-person and Online	<ul style="list-style-type: none"> <li>In-person workshops</li> <li>Online courses</li> <li>End-of-program assessment</li> </ul>
<a href="#"><u>National Education Association (NEA)</u></a> <i>Diversity Training</i>	NEA members, teachers, district and school staff	<ul style="list-style-type: none"> <li>Understanding Diversity</li> <li>Developing Cultural Identity</li> <li>Reacting to Differences</li> <li>Valuing Diversity</li> </ul>	In-person	<ul style="list-style-type: none"> <li>Interactive exercises</li> <li>Discussion groups</li> </ul>
<a href="#"><u>National Equity Project (NEP)****</u></a> <i>Coaching for Equity</i>	District/school leaders, equity directors, and teacher leaders	<ul style="list-style-type: none"> <li>Coaching interventions to create greater equity</li> <li>Coaching approaches for understanding, raising, and addressing equity issues</li> </ul>	Online	Weekly live, three-hour online Zoom interactive learning sessions

\*EJP also offers cultural proficiency [workshops and training topics](#).

\*\*Generation Ready also offers equity walks, introductory workshops, and job-embedded district and school supports to support culturally responsive teaching.

\*\*\*NAPE also offers additional [professional development opportunities](#)

\*\*\*\*All trainings can be customized. NEP offers [additional courses](#) as well.

# SUMMARY: LOGISTICS

TRAINING PROVIDER <i>PROFILED COURSE/PROGRAM</i>	COST	MATERIALS PROVIDED	TIME COMMITMENT	TRAVEL REQUIRED?
<a href="#"><u>Equity Journey Partners (EJP)</u></a> <i>Cultural Proficiency School-Based Leaders Program</i>	Contact EJP for Cost	<ul style="list-style-type: none"> <li>▪ Books</li> <li>▪ Facilitator's guide</li> </ul>	1-2 Years	No
<a href="#"><u>Equity Literacy Institute (ELI)</u></a> <i>Equity Coaching</i>	Contact ELI for Cost	Not Listed	Varies	Not Listed
<a href="#"><u>Generation Ready</u></a> <i>Equity Institute</i>	Contact Generation Ready for Cost	Not Listed	8 Days	No
<a href="#"><u>National Alliance for Partnerships in Equity (NAPE)</u></a> <i>Certified Educational Equity Coach</i>	Contact NAPE for Cost	<ul style="list-style-type: none"> <li>▪ Books</li> <li>▪ Learning management system</li> <li>▪ Toolkits</li> <li>▪ Worksheets</li> </ul>	Varies	Yes
<a href="#"><u>National Education Association (NEA)</u></a> <i>Diversity Training</i>	Contact NEA for Cost	<ul style="list-style-type: none"> <li>▪ Video</li> <li>▪ Other unlisted resources</li> </ul>	6 hours (1.5 to 2 hours/module)	Yes
<a href="#"><u>National Equity Project (NEP)*</u></a> <i>Coaching for Equity</i>	\$1,200	<ul style="list-style-type: none"> <li>▪ Resource guide</li> <li>▪ Other unlisted resources</li> </ul>	18 hours (3 hours/week, 6 sessions)	No





# VENDOR PROFILES

# EQUITY JOURNEY PARTNERS



EJP provides a [culturally proficient school-based leaders program](#) and cultural proficiency training [topics](#). The boxes below detail topics covered as part of cultural proficiency professional development as well as topics offered as one- or two-session workshops.

## TOPICS FOR CULTURAL PROFICIENCY PROFESSIONAL DEVELOPMENT

- Becoming a culturally proficient school district
- Mitigating unconscious bias to help close the achievement gap
- Responding to micro-aggressions
- Understand how social identity, power, and privilege impact school culture
- Understanding race and systemic racism

## WORKSHOP TOPICS

- Using data to understand equity
- Implementing a culturally relevant curriculum
- Using the district budget to promote equity
- Using an equity audit to close the achievement gap
- Designing an inclusive hiring process for a diverse community
- Being an effective ally

## CULTURALLY PROFICIENT SCHOOL-BASED LEADER PROGRAM INFORMATION



### AUDIENCE

District and school leaders



### CONTENT

Coverage of three domains: awareness (e.g., cultural proficiency), knowledge (e.g., systemic and institutional racism), and skills (e.g., mindful listening)



### FORMAT

In-person, plus out-of-class work



### APPROACH

Interactive group activities, self-reflection, role-playing, research



### COST

Contact EJP for cost



### MATERIALS

Books, facilitator's guide



### TIME NEEDED

One-two years



### TRAVEL

No












K-12 EDUCATION

# EQUITY LITERACY INSTITUTE



The Equity Literacy Institute provides an [array](#) of equity coaching topics and equity support services, including equity leadership coaching for positional and non-positional leaders in schools and instructional coaching for teachers to strengthen their equity pedagogy practice. The information below gives an overview of common coaching topics and support service features.

	Audience	District/school leaders, staff, and teachers
	Common Coaching Topics	<ul style="list-style-type: none"><li>▪ Strengthening content knowledge about specific equity issues and concerns</li><li>▪ Discussing pressing equity issues in participant's school, district, or board</li><li>▪ Processing burnout and battle fatigue equity professionals often face in their schools, districts, and boards</li></ul>
	Format	In-person
	Approach	<ul style="list-style-type: none"><li>▪ One-on-one</li><li>▪ Small groups</li></ul>
	Cost	Contact ELI for Cost
	Materials Provided	Not Listed
	Time Commitment	Varies
	Travel Required?	Not Listed
	Contact	Phone: 828-407-0455 Equity Literacy Team members link <a href="#">here</a>



# GENERATION READY

Generation Ready offers multiple [professional development services](#) including:

- **Equity Walk:** An in-person support system that provides direct, comprehensive coaching and professional development to classroom teachers to support culturally responsive teaching. Consultants work with teachers to assist with lesson design plans, instruction, learner strategies, data analysis, and curriculum mapping.
- **Introductory Workshop:** The workshop provides foundational tenets of equity through cultural proficiency and builds on grounded knowledge in the cultural proficiency continuum; the cultural proficiency guiding principles; the four tools of cultural proficiency; and the barriers to cultural proficiency.
- **Equity Institute:** *Profiled below*











Fast Facts	<b>Audience</b>	District/school leaders and teachers
	<b>Content</b>	<ul style="list-style-type: none"> <li>•Foundational elements of cultural proficiency</li> <li>•Creating unique equity action plans</li> </ul>
	<b>Format</b>	In-person
	<b>Approach</b>	<ul style="list-style-type: none"> <li>•In-person workshops</li> <li>•Hands-on interactive activities</li> </ul>
	<b>Cost</b>	Contact Generation Ready for Cost
	<b>Materials Provided</b>	Not Listed
	<b>Time Commitment</b>	8 Days
	<b>Travel Required?</b>	No
	<b>Contact Information</b>	Phone: 212-731-8400 Mailing Address: Generation Ready, P.O. Box 42, Tappan, NY 10983

# NATIONAL ALLIANCE FOR PARTNERSHIPS IN EQUITY



NAPE offers a [Certified Educational Equity Coach Program](#) to give equity-minded educators tools and research-based strategies they need to coach their colleagues, leading to more equitable learning environments that support student success. Program participants receive a verified certificate and a digital badge for a LinkedIn professional profile and social media.

## CERTIFIED EDUCATIONAL EQUITY COACH PROGRAM INFORMATION

CATEGORY	INFORMATION
 CONTENT	Training educators to implement effective solutions for increasing student access, educational equity, and workforce diversity
 FORMAT	In-person and online
 COST PER PERSON	Contact NAPE for Cost
 MATERIALS PROVIDED	Books, learning management system, toolkits, and worksheets
 TIME NEEDED	Varies
 TRAVEL REQUIRED?	Yes
 APPROACH	<ul style="list-style-type: none"><li>• In-person workshops</li><li>• Professional learning community sessions</li><li>• Group forums</li><li>• Online courses</li><li>• Action Research for Equity Project final project</li><li>• End-of-program assessment</li></ul>
 CONTACT INFORMATION	<ul style="list-style-type: none"><li>• Phone: 717-407-5118</li><li>• E-Mail: <a href="mailto:nape@napequity.org">nape@napequity.org</a></li><li>• Mailing Address: 91 Newport Pike, Suite #302 Gap, PA 17527</li></ul>

# NATIONAL EDUCATION ASSOCIATION



NEA's [Diversity Training Program](#) has four learning objectives with accompanying modules: Understanding Diversity, Developing Cultural Identity, Reacting to Differences, and Valuing Diversity. States or NEA affiliates can customize training sessions to their needs. Participants meet in-person with instructors.



**AUDIENCE:** NEA members, teachers, and district/school staff



**CONTENT:** Understanding Diversity, Developing Cultural Identity, Reacting to Differences, and Valuing Diversity



**APPROACH:** Interactive exercises, discussion groups



**COST:** Contact NEA for cost



**MATERIALS PROVIDED:** Video, other unlisted resources



**TIME COMMITMENT:** 6 hours (1.5 to 2 hours/module)



**TRAVEL REQUIRED?:** Yes



## CONTACTS FOR FURTHER INFORMATION ABOUT TRAININGS AND REQUEST FORMS

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# NATIONAL EQUITY PROJECT



The NEP's Center for Equity Leadership provides [a range](#) of professional development opportunities for school district leaders. All training and professional development content can be custom-delivered. Details of NEP's six-week [Coaching for Equity](#) virtual course are listed below as this program is particularly relevant.

	Audience	District/school leaders, equity directors, and teacher leaders
	Content	<ul style="list-style-type: none"> <li>▪ Coaching interventions to create more equity</li> <li>▪ Coaching approaches for understanding, raising, and addressing equity issues</li> </ul>
	Format	Online
	Approach	Weekly live, three-hour online Zoom interactive learning sessions
	Cost	\$1,200 per participant
	Materials Provided	Resource guide, other resources
	Time Commitment	18 hours (3 hours/week, 6 sessions) <i>(<a href="#">Next session</a> runs from November 5 to December 17, 2020)</i>
	Travel Required?	No
	Contact Information	<ul style="list-style-type: none"> <li>▪ Phone: 510-208-0160</li> <li>▪ E-Mail: <a href="mailto:events@nationalequityproject.org">events@nationalequityproject.org</a></li> <li>▪ Address: 1720 Broadway, 4th Floor, Oakland, CA 94612</li> </ul>



Thank you.

## CONTACT

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