



Equity, Opportunity & Excellence in Education

Menu of Professional Development Opportunities for Educators on Diversity, Equity, and Inclusion

This is a sampling of professional development on topics related to diversity, equity, and inclusion available to educators through CFEC partners and friends and the University of South Carolina. Unless otherwise noted, we recommend that you reach out directly to the organizations listed below for more information regarding fees/tuition and scheduling. If you need assistance, please contact the CFEC office and we will be happy to help you make the connection. **At present, sessions are only available in a virtual format.**

Cultural Competency and Implicit Bias. Professional development for educators and school leaders on cultural competency and implicit bias are among the many free and low-cost training and technical assistance resources available through IDRA EAC - South. IDRA is one of four federally-funded equity assistance centers in the U.S. helping schools and districts build the capacity to confront educational problems occasioned by race, national origin, sex and gender, and religion. **Contact:** eacsouth@idra.org (www.idraeacsouth.org) or contact the CFEC office at utter@email.sc.edu.

Cultural Competency Workshop: This dynamic and interactive professional development opportunity provides educators with information that allows for increased cultural competency/ humility to best address the needs and strengths of the families and communities with which they engage. This training focuses on the Latino community of South Carolina and incorporates statistical, demographic, culturally and linguistically appropriate social norms, barriers to access, immigration history, language issues, strategies for working with individuals, policies, and organizational preparedness. Sessions can be customized for the intended audience and content covering diversity, equity, inclusion, and implicit bias can be broadened and expanded **Preferred number of participants:** 15-50 to allow for reflective discussions. **Length:** 3 hours. **Contact:** Michael Young, Co-Interim Director, PASOS (Arnold School of Public Health, UofSC). mike@scpasos.org.

Implicit Bias and Color Blindness: This session, offered by the Collaborative on Race at UofSC, includes a primer on the important differences between the reality of structural racism and the ideology of colorblindness. It also addresses the pervasiveness of implicit bias. Each participant is asked to take an implicit association test (IAT) online before the workshop. The workshop is participatory in nature and will use small breakout as well as a large group formats. Participants will have a unique opportunity to reflect on key contemporary issues of race, justice, and identity. **Length:** 2 hours. **Contact:** Dr. Jennifer Gunter, College of Arts and Sciences Collaborative on Race at UofSC. gunter2@mailbox.sc.edu. The Collaborative offers additional learning opportunities on topics such as structural racism v. colorblind ideology; the importance of inclusion; history and race; and others. All are available virtually and fees range from \$150-\$300 per session. Contact Dr. Gunter for more information.

Introduction to Concepts of Diversity, Equity, and Inclusion. A dynamic, interactive session that invites participants to understand the human experiences of others through multiple lenses. Concepts of diversity, equity, inclusion, implicit bias, anti-racism, and social inequity are examined in the education context. **Preferred number of participants:** 15-30. **Length:** 90 min. **Contact:** Michael Young, Co-Interim Director, PASOS (Arnold School of Public Health at UofSC). mike@scpasos.org.



Monthly Roundtables sponsored by the Center for Education and Equity of African American Students (CEEAAS). These monthly roundtable sessions, which are organized around a different theme each year (2020's theme was "A Pedagogy of Black Love,") are free, informal, and open to everyone interested in promoting the cultural and academic excellence of African American students. CEEAAS also offers courses and workshops for P-20 educators seeking to strength their effectiveness as teachers of African American students. A complete listing is available on the CEEAAS website (www.sc.edu/study/colleges_schools/education/research/units/ceeaas/index.php). **Contact:** Jarvis Jackson, Director, CEEAAS (College of Education at UofSC). jacks544@mailbox.sc.edu.

The Welcome Table. The Welcome Table process occurs in a large circle, small groups, and pairs. Participants also spend time in quiet self-reflection. It's all meant to take folks out of their comfort zones of everyday chaos and pragmatic behavior and spend time thinking about their highest hopes for each other and for our world and the commitments we might make to realize those visions. The process includes three phases: reflection, connection and transformation. A variety of interactive exercises are carefully scaffolded for self-awareness, trust-building, and team-building to achieve deeper understanding of systemic inequity and the capacity to address and undo it. Much of this work can be done virtually using breakout room functions. **Length:** Half day options include activities that get to the root of participants' shared value systems and help dispel the myths of difference that have been thrust upon them by society. Full day options include activities that get to the root of participants' shared value systems and uncover the importance of understanding hierarchies of difference and ways to combat biases. Weekend intensive options include all the above with the addition of lessons on how participants continue to be influenced by their shared histories as well as the creation of an action plan. Additional options are available on request. Fees start at \$300 for half day, \$600 for full day, and \$1200 for weekend sessions and depend on the number of participants. **Contact:** Dr. Jennifer Gunter, College of Arts and Sciences Collaborative on Race at UofSC. gunter2@mailbox.sc.edu.

Understanding Latino Populations in South Carolina: Dr. Myriam Torres, Director of the Consortium for Latino Immigration Studies at UofSC, developed this session specifically for educators and other professionals who serve Latino families. It provides basic information about the growing Latino population in South Carolina, the diversity of the culture, and the kinds of assets and challenges that these families face in supporting their children's learning and development. **Length:** 60-90 minutes. **Contact:** CFEC Office. utter@email.sc.edu.

Contract Courses available through UofSC College of Education, Office of Educational Outreach. For a flat fee of between \$4,000 to \$12,000, South Carolina districts and schools can contract with the College of Education to provide up to 25 teachers/administrators with one of many available virtual graduate courses. Educators can earn graduate credits that can also be applied to SCDE professional development requirements. *Culturally Responsive Pedagogy* (EDEL 701) addresses theoretical and pedagogical approaches to Culturally Sustaining Pedagogy (CSP) -- curriculum design tools and instructional strategies that reflect the diversity of students' cultural and linguistic backgrounds in elementary classrooms. *Introduction to Diversity in the Curriculum* (EDCS 720) introduces participants to the vast array of differences among children, youth, and adults and the impact of these differences on the curriculum, their learning, and their social and emotional development. **Length:** courses run from between 8 to 14-15 weeks. **Contact:** Marie Cook, Assistant Director, Office of Educational Outreach at the College of Education at UofSC. cookm@mailbox.sc.edu.

CFEC and its partners/friends also provide high quality professional development in topics related specifically to family engagement as well as issues of diversity, equity, and inclusion other than those related to race and ethnicity. See our website at cfec.sc.gov or contact our office at 803-777-7658 for more information. If you don't see what you are looking for here, please don't hesitate to contact the CFEC office. We will work with you to find professional development opportunities that are a good fit for your school or district.