

Lesson/Training Planner with Timings Calculator							
Lesson/Session Title		Diversity 101: A New Paradigm					
Date							
Student/Trainee Numbers							
Lesson/Session Duration							
Entry Behaviour/Level							
Location							
Set Up & Seating Layout							
Aims		This workshop session is designed to help us look at “diversity” from a different angle. The systems and institutions that oppress people are not our fault, but we must take responsibility to dismantle ineffective systems in order to build equity for all. We must move from looking at diversity to moving toward cultural competence in our organizations. What does diversity mean? Nothing. Ask any number of people, and you will get any number of answers. In Anoka County, we understand that we have asked our people to not think in terms of diversity, but in terms of where they fall on a continuum of cultural competence. This paradigm has shaped and shifted how we do our work internally, as well as with the public.					
Lesson or Training Session Objectives		<ul style="list-style-type: none"> <li>•Identify and discuss the old definition of Diversity vs. a new definition.</li> <li>•Understand our socialization into the Old Diversity Paradigm.</li> <li>•Explore the concepts of white privilege, collusion, internalized oppression, and empowerment to build a New Paradigm for Diversity.</li> <li>•Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.</li> </ul>					
Insert Start Time ð		•					
Start Time[1]	Activity Duration [2]	End time [3]		Explore the concepts of white privilege, collusion, internalized oppression, and empowerment to build a New Paradigm for Diversity.	Resources	Assessment method [4]	Notes[5]
	0:05	#VALUE!	•	Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.	Workbook		Talk about website and hand out MP4 media devices
#VALUE!	0:10	#VALUE!		Allergy of the Cave	Discussion, lecture	Allogry, Journal	Creation of a chart that symbolizes the cave
#VALUE!	0:20	#VALUE!		Mindset matters	Video	20/20 Video	
#VALUE!	0:30	#VALUE!		What you know...Paradigms	Discussion, lecture	Journals, 6X4 Cards	Journals
#VALUE!	0:15	#VALUE!		Blind Spots	Discussion, lecture	Video	
#VALUE!	0:10	#VALUE!		Break			
#VALUE!	0:10	#VALUE!		Cycle of Oppression	Discussion, lecture	Journals, 6X4 Cards	

training sessions\_mdh - Diversity 101

#VALUE!	0:20	#VALUE!	What I learned growing up	Discussion, lecture	Workbook		
#VALUE!	0:10	#VALUE!	Socialization Process	Discussion, lecture	Workbook	Dia-ad sharing	
#VALUE!		#VALUE!	Internalization process	Discussion, lecture	Workbook		
#VALUE!	0:20	#VALUE!	Colluding/Critical thinking	Discussion, lecture	Journals, 6X4 Cards		
#VALUE!	0:20	#VALUE!	Becoming an ALLY	Discussion, lecture	Workbook		
#VALUE!	0:10	#VALUE!	Closing/Evaluation	Discussion, lecture	Workbook		Provide the online assement information.