



Every Student Can Learn.  
Every School Will Improve.

# Diversity Management

## Cultural Competence Workshop

## Agenda

- 9:15 - Concurrent Sessions
- 10:45 - Break
- 11:00 - Concurrent Sessions
- 12:30 - Lunch
- 1:30 - Concurrent Sessions
- 3:00 - Break
- 3:15 - Discussion
- 3:45 - Wrap-up & Evaluations

## Objectives

- Discuss ways of integrating social and cultural competences into learning and decision making.
- Examine the impact of learners' context (ability, culture, ethnicity, sexual orientation, family, economic class) on their behavior.
- Understand the learners' context provides an emotional basis for their ability to learn or to comply with policy.

## Cultural Competence

- Interacting with other cultural groups using the five essential elements of cultural proficiency as the standard for individual behavior and school practices.

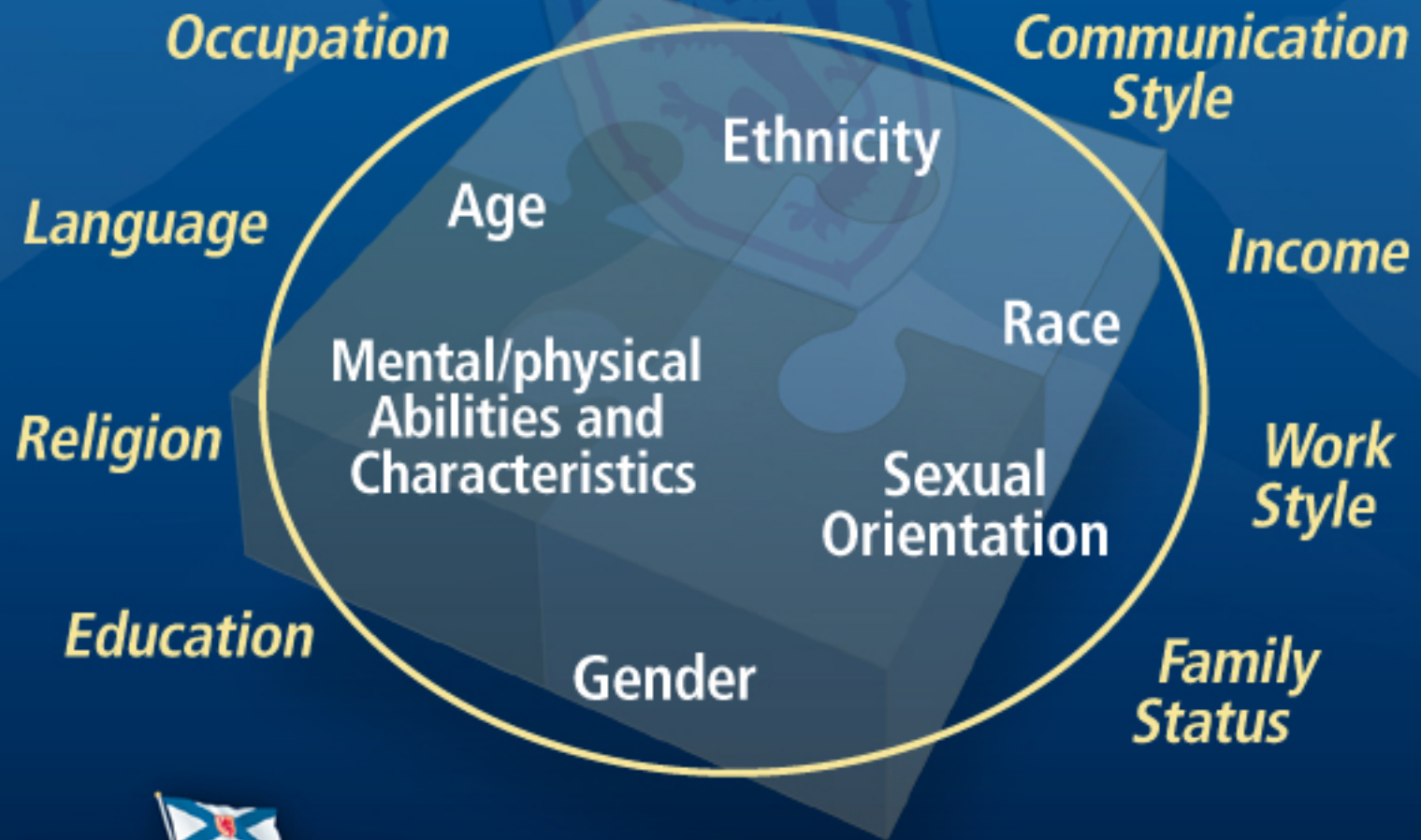
Cultural Proficiency  
A Manual for School Leaders

## Cultural Competence

1. Assess culture - Name the differences
2. Value diversity - Claim the differences
3. Manage the dynamics of difference - Reframe the differences
4. Adapt to diversity - Train about differences
5. Institutionalize cultural knowledge - Change for differences.

*Cultural Proficiency  
A Manual for School Leaders*

# Dimensions of Diversity



# Diversity Management

Policies	Programs	Procedures
<ul style="list-style-type: none"> <li>· Policy Framework</li> <li>· Race Relations, Cross Cultural Understanding &amp; Human Rights in Learning</li> <li>· Acquired Immune Deficiency Syndrome</li> <li>· Parent Concern Protocol</li> <li>· Regional Code of Conduct</li> <li>· Special Education (Curriculum &amp; Instruction)</li> <li>· Diversity Management</li> <li>· Employee Appraisal Policies</li> <li>· Harassment Policy</li> </ul>	<ul style="list-style-type: none"> <li>· Planning for Improvement</li> <li>· 5 schools project</li> <li>· Professional Development for all employees</li> <li>· Leadership Development</li> <li>· Mentoring</li> <li>· Summer Diversity or Coop Ops</li> <li>· Student Support Workers</li> <li>· RCH &amp; Sexual Harassment Liaison Volunteers</li> <li>· 3 HRSB Collective Agreements contain equity clauses</li> </ul>	<ul style="list-style-type: none"> <li>· Employment Systems Review</li> <li>· Policy Reviews</li> <li>· Student Survey</li> <li>· Workforce Survey</li> <li>· Consultations, on-line &amp; face-to-face</li> <li>· Student Engagement Taskforce</li> <li>· Community Outreach Job fairs Advisory Committees (ANSAC, Monitoring, RCH)</li> <li>· Diversity Management Committee</li> <li>· Communications</li> <li>· <i>“Working Together for Respectful Workplaces” Handbook</i></li> </ul>



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October 7 & 8 2008