There are four levels to Diversity College; classes must be taken sequentially:

LEVEL 1
This four-week program includes an entry-level discussion about race, ethnicity, culture, disabilities and generational differences. Learn why these topics are relevant and find out how they impact our values, attitudes and behaviors.

SESSION 1: DIVERSITY 101
Introduces participants to the concept of assumptions and stereotypes, provides a definition of diversity, examines the value of diversity in society, and illuminates the “diversity lens” that each individual possesses and how it impacts the way we interact with others.

SESSION 2: RACE, ETHNICITY & CULTURE-PART 1
Introduces participants to the definitions of race, ethnicity, and culture. It explores the societal implications of how we relate to one another along racial, ethnic, and cultural lines, and the impact of the media and the entertainment industry on these relationships.

SESSION 3: DISABILITY AWARENESS
Introduces participants to the many facets of disability and how respectful communication and interaction is crucial to breaking down barriers. This session will explore stereotypes about people with disabilities and consider real life situations.

SESSION 4: GENERATIONAL DIVERSITY
Introduces participants to the multiple generations that are living and working together in modern society. Participants will explore the history and characteristics of each generation and explore how mixed generations can best interact in the workplace and broader community.

LEVEL 2
This six-week program is a continuation of the previous course. It explores how individual preferences determine behavior, and how to understand and interact with different world-views. It delves into race, ethnicity and culture, with a discussion of religion and sexual orientation.

SESSION 1: THE POWER OF INCLUSION
Introduces participants to the concept of inclusion, and assesses the connection between diversity and inclusion. The concepts of microaggressions, unconscious bias, and stereotypes will be defined, and considers how they compromise inclusion in the workplace and society.

SESSION 2 & 3: RACE, ETHNICITY & CULTURE-PART 2
These sessions explore race relations in America and the implications of racism, prejudice, privilege and discrimination throughout history. Participants will be exposed to various theories about race and the disparities that exist between racial and ethnic groups.

SESSION 4: WORLD RELIGIONS
Introduces participants to different religions and faith systems. Participants will briefly explore the practices and rituals attributed to various religion, the value of having diverse religions in our communities, and how communities and diverse faiths can work together.

SESSION 5: SEXUAL DIVERSITY
Raises awareness about gender and sexual diversity, dispels associated myths, encourages empathy towards gender and sexual minorities, and explores practical ways of communicating with those whose gender or sexual orientation may differ from the majority.

SESSION 6: LGBTQ AWARENESS
A panel discussion with people who identify as lesbian, gay, bisexual, or transgender. Participants will have the opportunity to learn about the personal experiences of panelists in their local community and in broader society. Panelists will answer participants’ questions.

LEVEL 3
The six-week program explores equality vs. equity, social justice, and links between diversity and inclusion when it comes to socioeconomic status, class, and body image. Participants end this series with small-group presentations on the diversity topic of their choice.

SESSION 1: SOCIAL JUSTICE, EQUALITY & EQUITY
Introduces participants to the concepts of social justice, equality and equity. Social oppression and its consequences, as an outcome of the absence of social justice, will be explored through discussions on racism, sexism, ageism, classism, ableism, and heterosexism.

SESSION 2: SOCIOECONOMIC STATUS, & SOCIAL CLASS
Introduces participants to socioeconomic and class diversity and their implications in the educational system, healthcare, and workplace. This course will also discuss the racial and ethnic implications of someone’s socioeconomic status.

SESSION 3: DIVERSITY, INCLUSION & CULTURE
Introduces participants to the concept of culture, which goes beyond race, ethnicity, gender, class, religion, sexual orientation, and age. Culture is pervasive and shapes how individuals and groups interact and respond to their environment.

SESSION 4: DIVERSITY, INCLUSION & BODY SIZE/IMAGE
Participants will have the opportunity to explore the growing epidemic of “body-shaming,” how various media reinforce the notion of a “perfectly shaped” body, and the impact of body size, weight stigma and discrimination in the workplace, school, and other settings.

SESSIONS 5 & 6: PUTTING IT ALL TOGETHER
Participants work together to research and present their findings on a diversity and inclusion-related topic of their choice.

LEVEL 4
The final program is a “train-the-trainer” course that helps citizens learn about group facilitation, community engagement and team building. Participants will receive additional training on diversity, race, ethnicity, culture, religion, sexual orientation, and intergenerational differences.