



Diversity, Equity & Inclusion Specialist Training

LOCATION: Online, Self-paced

LINDENWOOD UNIVERSITY: EW 52002 Diversity, Equity & Inclusion Specialist Training

COURSE DESCRIPTION:

The deaths of Ahmaud Arbery, Breonna Taylor and George Floyd as well as countless other Black Americans have tragically shown the racial divisions that persist in the U.S. The systemic and institutional racism underlying violence toward Black people and relegating them to generations of poverty permeates every facet of American society, including the educational system. Educators have long believed education is the path toward breaking the cycle of racism. Although progress has been made in many school districts, there is still much work to be done. All educators have an obligation to end racism, bias and create systemic change.

School counselors have an ethical obligation to serve as advocates, leaders, collaborators and consultants who create systemic change by providing equitable educational access and success by connecting their school counseling programs to the district's mission and improvement plans. Through this work, school counselors have a unique opportunity to be an important part of the solution for change.

LEARNING OBJECTIVES:

After completing this course, you should be able to:

- **Module 1: Self-reflection & personal bias**
 - Identify and acknowledge personal limitations and biases, and articulate how they may affect your work as a school counselor
 - Identify those around you who affect your personal bias
 - Complete a self-reflection and personal bias assessment
- **Module 2: The role of the school counselor**
 - Identify the role of the school counselor in implementing systemic change through the framework of the ASCA National Model
 - Contemplate the role of the school counselor as it exists within your school and/or district

- Demonstrate your belief that all students have the ability to learn by advocating for an education system that provides optimal learning environments for all students
- Collaborate with administrators, teachers and other staff in the school and district to create systemic change
- Explain the need for multicultural education in K–12 schools
- **Module 3:** Systemic change through the ASCA National Model
 - Act as a systems change agent to create an environment promoting and supporting student success
 - Use data to identify how school, district and state educational policies, procedures and practices support and/or impede student success
 - Use data to demonstrate a need for systemic change in areas such as course enrollment patterns; equity and access; and achievement, opportunity and/or information gaps
 - Develop and implement a plan to address personal and/or institutional resistance to change that better supports student success
 - Discuss ways systemic racism manifests in schools
 - Evaluate and assess the current systems in your school
 - Promote equity and access for all students
 - Identify the knowledge, skills and attitudes needed to address systemic barriers and mitigate racism in schools.

REQUIRED COURSE ASSIGNMENTS	Hours:
MODULE 1	
ASCA Webinar: Cross-cultural Counseling: Understand Bias and Practice Humility	1
Citizenship and Social Justice: “11-Step Guide to Understanding Race, Racism, and White Privilege”	2
Harvard’s Project Implicit Association Test—Select the Race Option	0.5
TEDx Talks Podcast: Understanding My Privilege- Sue Borrego	0.2
Culturally Responsive Education (CRE Hub): Stories of Culturally Responsive Education	0.5
Association of Educational Service Areas (ASCD): How to Be an Antiracist Educator	0.25
National Association of School Psychologists (NASP): Understanding Race and Privilege	0.5
ASCA Video: Changing Your Approach to Equity	0.75
TEDx Talks Podcast: Let’s Talk About Race- Shelly Tochluk	0.2
YouTube: Deconstructing White Privilege with Dr. Robin DiAngelo	0.2
A Class Divided, PBS (Jane Elliot’s Blue Eyes Brown Eyes Experiment)	1
TEDx Talks Podcast: How to overcome our biases? Walk boldly toward them, Verna Myers	0.25
<i>The Atlantic</i> : Who Gets to Be Afraid in America?	0.25
<i>Huff Post</i> : Do More Than Acknowledge Your White Guilt	0.15
<i>Huff Post</i> : I Am A White Woman And I Must Confront My Racism	0.2
<i>Everyday Feminism</i> : 9 Phrases Allies Can Say When Called Out Instead of Getting Defensive	0.2

<i>Vice</i> : 100 Ways White People Can Make Life Less Frustrating For People of Color	0.5
<i>Huff Post</i> : Towards a Concept of White Wounding	0.5
<i>Up Worthy</i> : A short comic gives the simplest, most perfect explanation of privilege I've ever seen	0.15

MODULE 2	
MODULE 2, Part 1:	
ASCA Publication- <i>Culturally Sustaining School Counseling: Implementing Diverse, Equitable, Inclusive Programs,</i> by Tim Grothaus, Ph.D.; Kaprea F. Johnson, Ph.D.; and Natalie Edirmanasinghe	7
MODULE 2, Part 2:	
ASCA Publication- School Counseling Standards in Practice: Eliminating Racism and Bias in Schools: The School Counselor's Role	0.2
ASCA Position Statement: The School Counselor and Equity for All Students	0.2
ASCA Position Statement: The School Counselor and Cultural Diversity	0.2
ASCA Position Statement: The School Counselor and Anti-Racist Practices	0.2
ASCA Statement: ASCA Condemns Violence and Institutional Racism	0.1
ASCA Town Hall: Racism in Schools	1.5
Professional School Counseling Journal article: Multicultural and Social Justice Counseling Competencies: A Leadership Framework for Professional School Counseling	0.5
ASCA Webinar: Social Justice and School Counseling	0.5
ASCA Webinar: Ignite Change for Equity and Inclusion	0.75
ASCA@Home Session: Is Your Delivery System Anti-Racist?	0.75
ASCA School Counselor Magazine: Change Must Happen- The ASCA Ethical Standards Guide the Way	0.25
ASCA School Counselor Magazine: Hand in Hand	0.25
American Civil Liberties Union: 11 Million Days Lost- Race, Discipline and Safety at U.S. Public Schools	0.5
KY Dept of Ed: Guidance on How Districts Can Facilitate Conversations About Race-Based Stress and Trauma	0.25

MODULE 3	
MODULE 3, Part 1:	
Book: <i>Interrupting Racism: Equity and Social Justice in School Counseling</i> by Rebecca Atkins and Alicia Oglesby	7
MODULE 3, Part 2:	
Professional School Counseling Journal article: Gender and Ethnic Bias in Letters of Recommendation: Considerations for School Counselors	0.5
Professional School Counseling Journal article: Factors Influencing School Counselor Involvement in Partnerships With Families of Color: A Social Cognitive Exploration	0.5
Professional School Counseling Journal article: Teaching School Counselors to Use Evidence-Based Practice to Advance Social Justice: A Case Study	0.5
ASCA School Counselor Magazine: Creating a Space for All (July/Aug. 2020)	0.25

ASCA School Counselor Magazine: Facilitate Critical Conversations (July/Aug. 2020)	0.25
ASCA School Counselor Magazine: Change is Gonna Come (July/Aug. 2020)	0.25
ASCA School Counselor Magazine: Time to Speak Up (July/Aug. 2020)	0.25
ASCA@Home Session: Proactive School Counseling After a Major Racial Incident	0.75
ASCA@Home Session: Equity in Action	0.75
ASCA Webinar: Engage Staff on Issue of Race Through Book Study	1
ASCA Webinar: Interrupting Racism: Race and Equity in Your Program	1
ASCA Webinar: Support Underrepresented Students' Academic Rigor	1
ASCA Webinar: Address Students' Race Based Trauma	1
MODULE 3, Part 3:	
Association of Educational Service Areas (ASCD): Continuum on Becoming an Anti-Racist Multicultural Organization	0.25
Association of Educational Service Areas (ASCD): Why We Can't Afford Whitewashed Social-Emotional Learning	0.25
NEA EdJustice: Racial Justice in Education	1.8
Learning for Justice: Responding to Hate and Violence at School	2
Learning for Justice: Strategies for Reducing Racial and Ethnic Prejudice: Essential Principles	0.5
The Education Trust: Social, Emotional, and Academic Development Through an Equity Lens	2
Forward Promise: Disrupting Dehumanization and Affirming the Humanity of BYMOC and Their Villages	0.5
Medium: The Future of Healing-Shifting from Trauma-Informed Care to Healing-Centered Engagement	0.25
YouTube: Systemic Racism Explained	0.1
YouTube: Discuss Microaggressions	0.1
TEDx Talks Podcast: Bad White People- Travis Jones	0.25
YouTube: Just Mercy	2
YouTube: 13th (free on YouTube)	1.5
<i>Huff Post</i> : 11 Things to Do Besides Say ' This Has To Stop' In the Wake of Police Brutality	0.25
<i>Medium</i> : 103 Things White People Can Do for Racial Justice	0.5
<i>Harper's Bazaar</i> : Why You Need to Stop Saying "All Lives Matter"	0.15
<i>The Bold Italic</i> : Answering White People's Most Commonly Asked Questions about the Black Lives Matter Movement	0.15
Total Hours	50

ASCA SCHOOL COUNSELOR PROFESSIONAL STANDARDS & COMPETENCIES:

M1; M5; B-PF2; B-PF3; B-PF 6; B-PF 9; B-SS 6

ASCA STANDARDS FOR SCHOOL COUNSELOR PREPARATION PROGRAMS (ASCA CAEP SPA)

1.1; 1.2; 2.1; 2.2; 3.1; 4.2; 5.2; 5.3; 6.1; 6.2; 6.3; 7.3

CACREP STANDARDS

G1d; G1e; G2a; G2b; G2j; G3k; G3n; G3o