

UnityWorks Trainings in Alignment with PESB’s CCDEI Standards – September 2021

PESB Standards: <https://drive.google.com/file/d/1PYplzDlaxPxrVaZALRzfXk8bH9agBlBp/view>

The following chart indicates how UnityWorks trainings align with current PESB standards. While there is no state-level approval process regarding alignment with the CCDEI standards, UnityWorks is an approved Washington State Clock Hour provider by OSPI. As such, our own Clock Hour Committee has determined that these workshops do meet the standards. In addition, each school district has the authority to review our workshop content and make their own determination. Individuals who attend our workshops for WA State clock hours should check with their own district for approval.

CCDEI Standards	Topic	Description	UnityWorks Workshop*
Component 1	Professional Ethics within a Global and Multicultural Society	Ethical and moral concepts and practices that undergird equity, civil rights, and cultural competence. Includes an understanding of human similarities and differences, prejudice, discrimination, racism, oppression, equality vs equity, the different experience of mainstream and marginalized students, culturally responsive teaching, and promoting the process of social justice.	1, 2, 3, 4
Component 2	Civil Rights and Nondiscrimination Law	Understanding of State and Federal Civil Rights and Non-discrimination Laws.	3
Component 3	Reflective Practice, Self-Awareness, and Anti-Bias	Awareness of one’s own cultural background and how it influences perception, values, and practices. Understanding of structural benefits and privileges. Awareness of the deficit approach vs. a strength-based approach. Ability to find and use tools, processes and programs that promote professional and organizational self-examination and assessment in order to mitigate racism, sexism, homophobia, unearned-privilege, euro-centrism, and other factors that undermine inclusion, equity and cultural competence.	1, 2, 4
Component 4	Culturally Responsive Teaching and Schools	Understanding of the broad range of experiences and groups that students bring to the classroom and how those experiences impact learning. The ability of individuals and systems to work effectively with students and the communities they are from. Development of an equity pedagogy for curriculum, instruction and assessment.	1, 2, 4
From OSPI	<p>SB 5044—Equity training—Requires ALL school staff (CIS, CLS, CAS, and Superintendents) and school directors to participate in training regarding cultural competency, diversity, equity, and inclusion; one of three Professional Learning Days must be used.</p> <p>HB 1426—Continuing education requirements—Requires teacher and administrator certificate renewal to include continuing education focused on equity-based school and classroom practices.</p>		

* See our workshop objectives and content on the following page. For more information: www.unityworks.org, info@unityworks.org, (877) 899-1913.

UnityWorks Online Workshops: Content and Objectives



Workshop 1: Diversity, Equity & Inclusion (6 hours)

1. Define equity, inclusion and other key diversity concepts.
2. Identify common stereotypes in society today.
3. Explain prejudice, unconscious bias and racism.
4. Name three institutional barriers to achievement.
5. Describe successful strategies for inclusion of all students.
6. Develop an increasingly multicultural perspective.
7. Consider next steps for individual or team action plans.

Also included: Achievement and opportunity gaps; missing chapters and counter narratives; microaggressions; discriminatory discipline and the school-to-prison pipeline; current approaches to multicultural education; tools, strategies and next steps.



Workshop 2: Culture & Communication (6 hours)

1. Create a shared understanding of culture.
2. Identify the key elements of deep and surface culture.
3. Explain how cultural differences can affect communication.
4. Describe the experience of mainstream & marginalized students.
5. Define culturally responsive teaching and practice.
6. Become more aware of personal attitudes and behaviors.
7. Develop an increasingly multicultural perspective.

Also included: Ethnocentrism, assimilation, acculturation, bi-cultural ambivalence, cultural pluralism, cultural accommodation, cultural appropriation, unity in diversity, our own cultural identities, creating inclusive classrooms.



Workshop 3. The Reality of Race (6 hours)

1. Create a shared understanding of race.
2. Describe the history of race in education, society and law.
3. Define the one drop rule, colorblindness and related concepts.
4. Give specific examples of race amity and the other tradition.
6. Build empathy through sharing of personal stories.
7. Develop an increasingly multicultural perspective.

Also included: Racism, white privilege, normative whiteness, U.S. laws, policies and practices.



Workshop 4. Book Study: We Can't Teach What We Don't Know (6 hours)

1. Recognize the powerful impact of race in our classrooms.
2. Describe the resulting gaps in achievement, discipline referrals, and graduation rates.
3. Explain some underlying causes leading to such unequal outcomes.
4. Discuss ways to make our school systems more equitable and inclusive for all.