



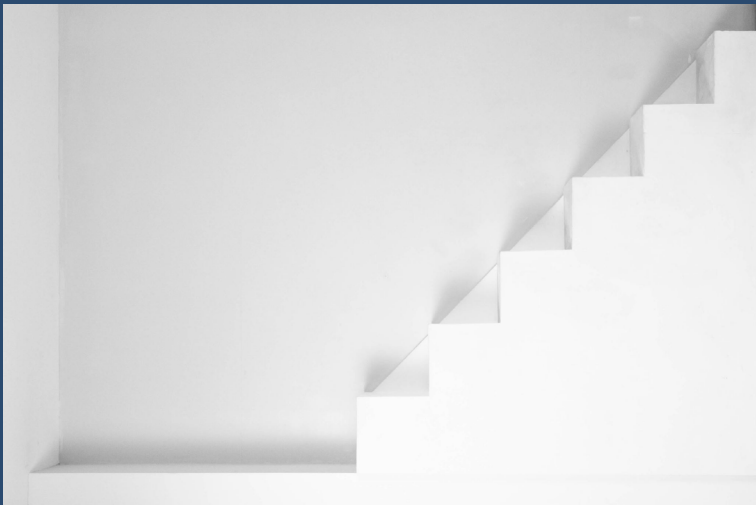
# Integrating DEI Into Teaching Career Exploration

Understanding the Individual Student  
LACCEP Professional Learning Workshop #1



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## Steps to Integrate DEI into Teaching Career Exploration



Step 1

- Understand Self

Step 2

- Understand the student

Step 3

- Apply your knowledge

# Step 1:

## Understanding Self



Ask yourself the following 3 questions:

1. What makes me feel satisfied?
2. What makes me frustrated?
3. What are my biases including implicit bias?
  - Your experience is your experience- do not provide intersectionality too soon.
  - Do not use your experience as the ONLY way

Remember to do the following 5 things every day:

1. Do something active
2. Treat yourself
3. Treat someone else without them asking
4. Try something new
5. Listen before speaking



# Reflective Practice = DEI Educator



## The practice of evaluating what happened

- What worked
- What did not work
- What to do next time to make it work
- What are my student's needs- Ask students to complete an inventory survey

## How to become reflective

- Keep a daily journal (personal) acknowledging your strengths and potential strengths
- Collaborate with other educators
- Watch others work
- Developing a classroom and home that promotes culture/diversity and anti-bias requires reflective practice.
- Connect with DEI resources on LinkedIn
- Connect with DEI resources within the community you teach at
- Understanding the "landscape" of the community you teach in- bus lines, library openings, digital/internet resources







## Definition of Diversity

### Diversity

is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain-underrepresented among practitioners in the field and marginalized in the broader society.

Retrieved from: <https://dei.extension.org/>

ALL RACES AND ETHNICITIES  
ALL RELIGIONS  
ALL COUNTRIES OF ORIGIN  
ALL GENDER IDENTITIES  
ALL SEXUAL ORIENTATIONS  
ALL ABILITIES AND DISABILITIES  
ALL SPOKEN LANGUAGES  
ALL AGES  
EVERYONE.

WE STAND HERE WITH YOU

# Definition of Equity



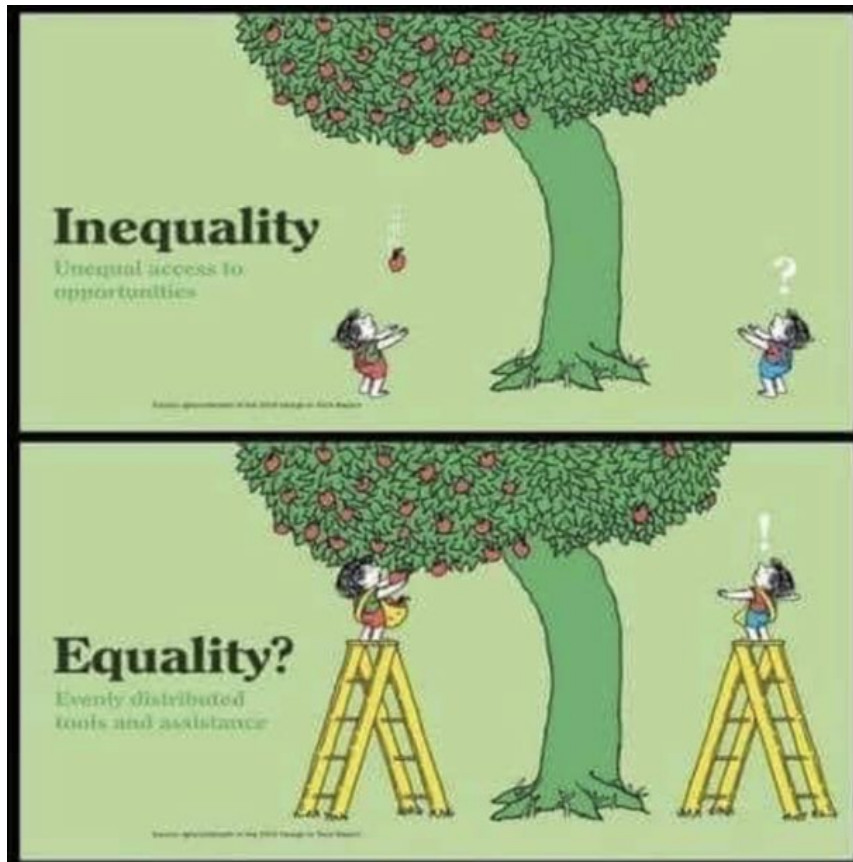
**Equity** is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Retrieved from: <https://dei.extension.org/>





# Inequality & Equality

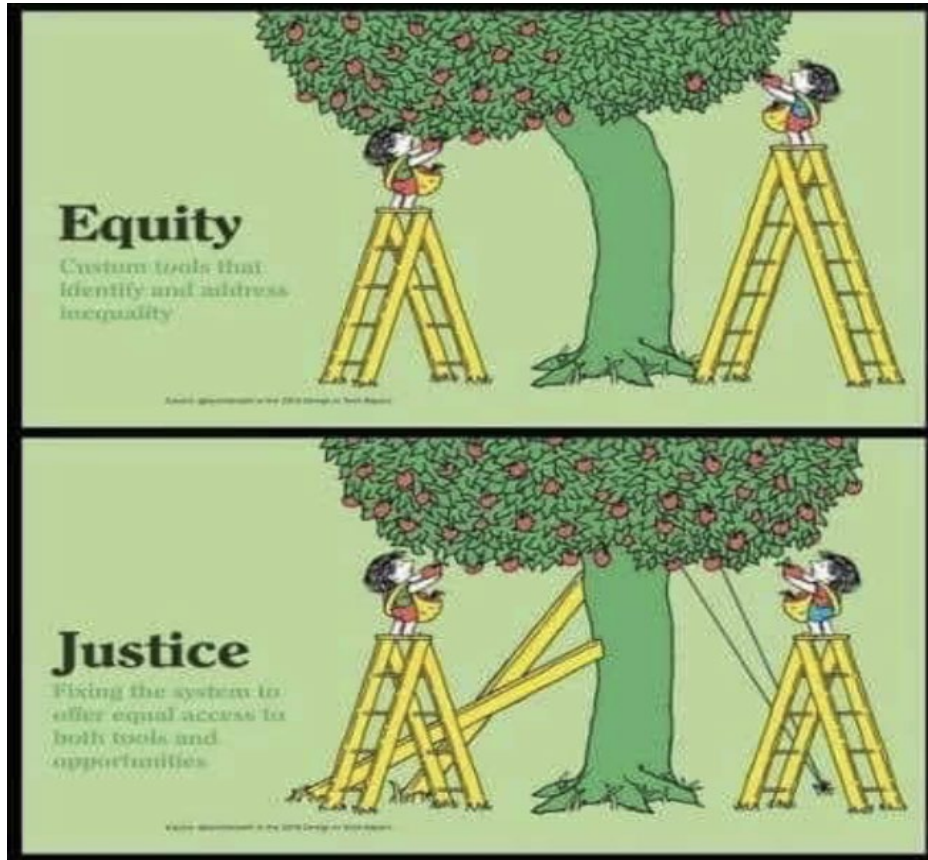


Inequality: Unequal access to opportunities

Equality: Evenly distributed tools and assistance



# Equity & Justice



Equity: Custom tools identify and address inequality.

Justice: Fixing the system to offer equal access to both tools and opportunities.





# Definition of Inclusion



**Inclusion** is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

Retrieved from: <https://dei.extension.org/>



## Step 2:

### Understanding the Student



Ask yourself the following 3 questions about the student:

1. What makes her feel satisfied?
2. What makes her frustrated?
3. What are her options?

Remember to do the following 5 things every day with the student to build a rapport:

1. Do something active with the student
2. Support the student to care for herself
3. Support the student to help others
4. Encourage the student to try something new
5. Support the student to listening by modeling active listening skills

Remember to not label the student as the problem



# Step 3: Apply Your Knowledge:

## Shared Goals: Teachers & Students



### *Develop self-esteem*

- Provide real role models for all students
  - Posters
  - Books
  - Resources within the Community to close the equity divide

### *Develop empathy for others*

- Conflict Resolution
- Close the circle

### *Think critically*

- Put yourself in a student's place
- How would you feel

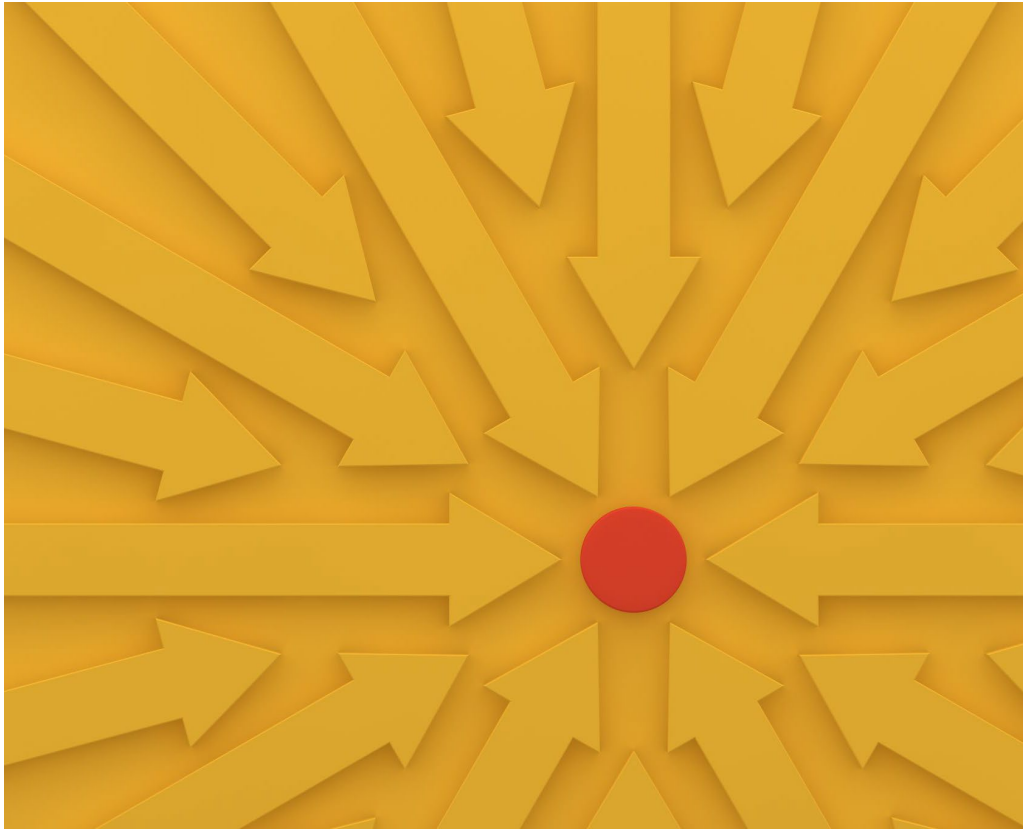
### *Take action when you witnesses unfairness*

- Stay calm
- Listen closely
- Be committed to find and develop resources





# Expected Student Behaviors



Be

- Be prompt
- Be ready to learn when class begins. Be flexible

Be

- Be prepared
- Have materials with you. Equity Divide

Be

- Be a polite and positive participant
- Speak in a normal tone of voice and listen attentively. Refrain From Tone checking

Be

- Be productive
- Turn in work on time, and always do your best. Be flexible

Be

- Be a problem solver- resourceful
- Correct problems quickly and peacefully before they escalate. Listen





# Expected Teacher Behaviors



## Be prompt

- Be ready to learn when class begins.

## Be prepared

- Have materials with you.

## Be a polite and positive participant

- Speak in a normal tone of voice and listen attentively.

## Be productive

- Turn in work on time, and always do your best.

## Be a problem solver- resourceful

- Correct problems quickly and peacefully before they escalate.



# Resources



[Talent Ed](#)



[Get Focused Stay Focused](#) –



<https://www.antiracismed.org/>



[Equity Classroom Checklist](#)



[The Metropolitan Center for Research on Equity and the Transformation of Schools](#)



BIPOC resources: <https://bit.ly/2YLE28e>



# DEI Organizations

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[UCSF Office of Diversity and Outreach](#)

[Los Angeles Chamber of Commerce](#)

[Nonprofit Leadership Alliance](#)

[Diversity, Equity, and Inclusion Training](#)

[JSPAC](#)

[National Equity Project](#)

[EDUCAUSE REVIEW on DEI](#)





[www.businessandentrepreneurship.net](http://www.businessandentrepreneurship.net)



**PROVENREADY**  
CLASSROOM ▶ COLLEGE ▶ CAREER PROGRAM

[www.provenready.org](http://www.provenready.org)



[www.globaltradeworkforce.com](http://www.globaltradeworkforce.com)

## Resources

### BUSINESS & ENTREPRENEURSHIP SECTOR

#### Educators:

[businessandentrepreneurship.net/educators](http://businessandentrepreneurship.net/educators)

#### Students:

[businessandentrepreneurship.net/students](http://businessandentrepreneurship.net/students)

### DIGITAL DIVIDE SUPPORT

#### Educators:

[cdefoundation.org/digitaldividesupport](http://cdefoundation.org/digitaldividesupport)



California  
Community  
Colleges

[www.cccco.edu](http://www.cccco.edu)

POWERED BY

### GLOBAL TRADE SECTOR

#### Educators:

[globaltradeworkforce.com/education](http://globaltradeworkforce.com/education)

#### Students:

[globaltradeworkforce.com/students](http://globaltradeworkforce.com/students)





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