

Diversity Education



Diversity Education Includes:

- Positive attitudes about “difference”
- “Multicultural” celebrations centered around food, holidays, and famous leaders

Excludes:

- Exploration of the experiences of targeted people
- Exploration of ways that racism, classism, sexism, etc. show up in our culture and institutions
- Historical context/information
- Analysis of power dynamics between groups in society

Typical Messages:

“Color is only skin deep”, “Let’s all get along!”
“Diversity makes life interesting.” “America is a melting pot where all people have equal opportunity”.

Social Justice Education



Social Justice Education Includes:

- Positive racial identity development
- Explores the idea of “equity”
- Analysis of power dynamics between privileged and targeted identity and cultural groups
- Explores “Ally” behavior and practice
- Provides historical context for present-day inequities
- Offers changemaking tools to challenge the status quo
- Exploration of current social change movements

Typical Messages:

“There are inequities in our communities like racism, sexism, and homophobia. People of color, women, and gay people are examples of people who are sometimes treated unfairly both by individuals and also by institutions. We have the power to do something about these things. When we put all of our individual power together, we can make big changes.”

Interpersonal and Cultural

Spectrum of Multicultural Education for Children

Interpersonal

Interpersonal, Cultural, and Institutional

Diversity and Inclusion Education Includes:

- Exploration of culture, identity, different types of discrimination, prejudice, stereotypes
- Explorations of inclusion, exclusion and roles of bystander/upstander, perpetrator, etc.
- Some historical context of the movements for social change

Excludes:

- Exploration of current events (Anti-police brutality movements, Transgender Rights Movement, etc.)
- Exploration of ways that racism, classism, sexism, etc. show up in our culture and institutions
- Analysis of power dynamics between groups in society

Typical Messages:

“People have similarities and differences. Sometimes, we treat each others badly or discriminate against them because of negative feelings about their differences. We should understand, value and appreciate differences.”

Diversity and Inclusion Education