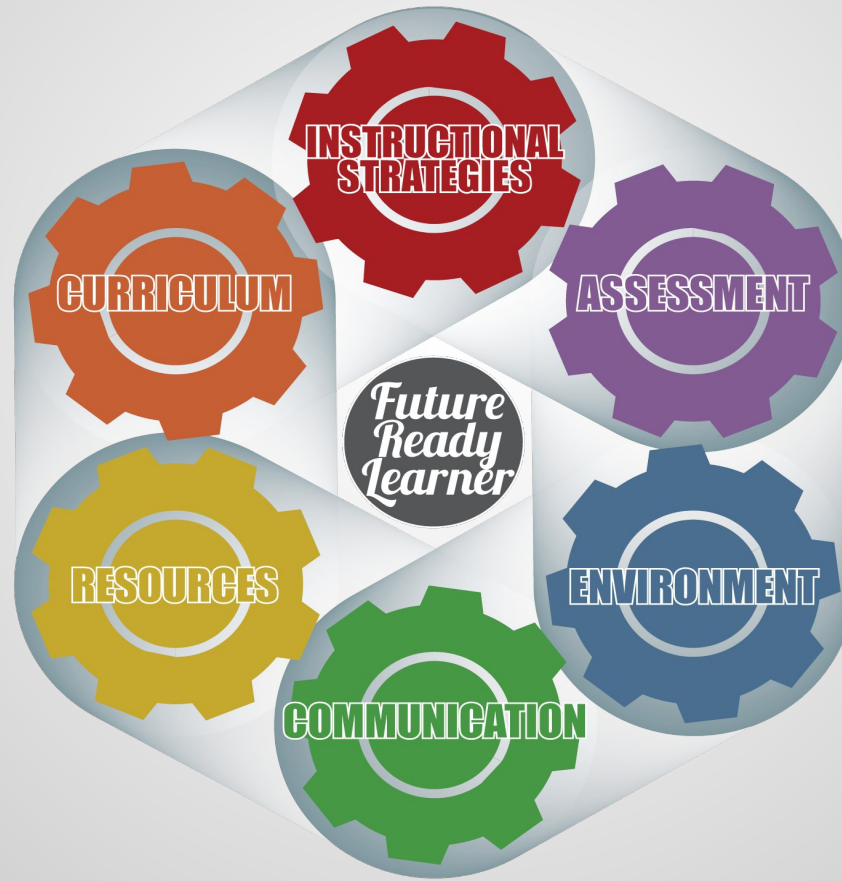


# Global Awareness and Cultural Diversity Learning



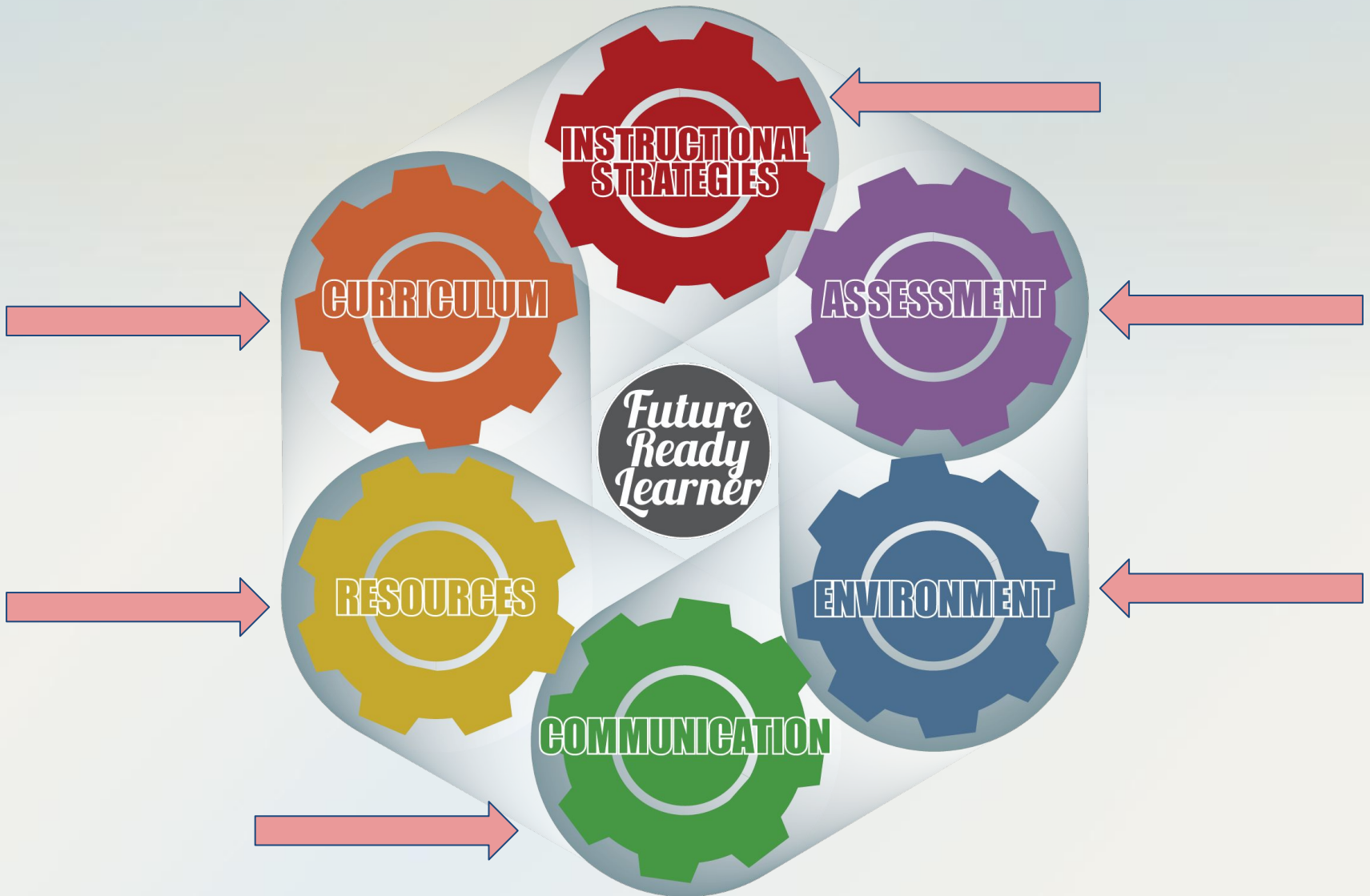
Millburn Township Public Schools  
Update - January 28, 2019





# Where Does This Fit?


# Everywhere!





# Cultural Diversity Goals

- Heighten and expand our sensitivity, awareness, knowledge, and acceptance/tolerance of the world's, and our community's, diversity.
- Incorporate more culturally responsive teaching into our schools (curriculum, programs, and environments.)
- To make this “awareness” learning systematic and structured.



# Why These Goals? Why Now?

The town of Millburn and our school system has become increasingly more diverse - and will continue to diversify - as will our entire world.

# Why These Goals?

- By 2055, the U.S. will not have a single racial or ethnic majority. Over the next four decades, the majority of U.S. population growth is projected to be linked to new Asian and Hispanic immigration.
- 43% of Millennials are nonwhite, the highest share of any generation.
- The labor force participation rate for American women has risen steadily since the 1960s. In fact, mothers were the sole or primary breadwinner in a record 40% of all households with children in 2011.
- The world's religious makeup will look a lot different by 2050: Over the next four decades, Christians will remain the largest religious group, but Islam will grow faster than any other major religion.

# Our District-Level Work So Far

- Curricular work and conversations
- Small parent, think-tank groups
- Initial launch training - January 2018
  - Global areas of PD focus included:
    - cultural & ethnicity
    - religious
    - political
    - gender
    - sexual orientation
    - disability




# Our District-Level Work Moving Forward

We've contracted with The Institute for Teaching Equity and Social Justice and one of its founders: Dr. Khyati Joshi

- 2 days of Admin training
- 4 days of Equity Team training
- K-8 Social Justice Work
- MMS Social Justice ELA units
- Spring Parent Informational Session
- Ongoing relationship and access to Dr. Joshi

# Our District-Level Work So Far

EDUCATORS



Central Jersey Program for the Recruitment of Diverse Educators

**CENTRAL JERSEY PROGRAM for the  
RECRUITMENT of DIVERSE EDUCATORS**

**2018 JOB FAIR**

**March 15, 2018 4:00- 7:00 PM**  
*Snow Date: March 22, 2018*

**John Witherspoon Middle School  
217 Walnut Lane, Princeton, NJ**

Sponsored by these 20 school districts: East Windsor, Ewing, Franklin Township, Freehold Regional, Freehold Township, Hamilton, Hopewell Valley, Jackson, Lawrence, Mercer County Special Services, Mercer County Technical School, Millburn Township, Montgomery, North Brunswick, Princeton, Robbinsville, South Brunswick, Trenton, Watchung Hills, and West Windsor-Plainsboro.

**Eagerly seeking diverse candidates across all grade levels  
and content areas. All are welcome!**

NJ certified candidates or candidates in the process of completing a teacher education program will be eligible to interview with school representatives. Informational sessions for interviewing prep and tips for landing a job in public education in New Jersey will be available to attendees.


To view current job openings for CJ PRIDE districts, and/or for directions and inclement weather updates, check out our website at  
**<https://cjpride.com>**

EDE



# The Here & Now

- A call for data
- Looking at code of conduct
  - Processes and protocols



I hope all is well. I have been meaning to reach out to you and share my impressions of the Equity Team and Dr. Joshi. All I can say is thank you for inviting me to be a part of this dynamic and meaningful experience.

Dr. Joshi is knowledgeable and her approach is so inviting. It is a safe environment to touch on often difficult or uncomfortable topics. I have already engaged in different activities and conversations with my [students] that I have been reluctant to have in the past. In addition, I value the opportunity to learn side by side with my colleagues at MMS and MHS as their insights are ones that I often do not get to hear as an elementary school teacher.

I know at times you do not hear enough of the great things. I have found this experience really impactful and I am looking forward to our future meetings.