

Hampton Diversity College

The **Hampton Diversity College (HDC)** is a multi-level and interactive educational program that concentrates on increasing knowledge on the value of diversity, unity, and inclusion in contemporary workplaces and in our community.

This National award-winning program of diversity and inclusion education is offered by the Hampton Citizens' Unity Commission on behalf of the City of Hampton, Virginia. The HDC started in February of 2004 and has had over 1,200 participants to date. The college is currently offered without charge to citizens and employees of the City of Hampton. If there is room in a 20-person class, citizens and employees outside of Hampton are included.

The introductory series, **Level I**, is offered 3-4 times each year for four (4) weeks; **Level II** courses are offered 2 times per year for six (6) weeks; **Level III** courses are offered 1 time per year for six (6) weeks, and **Level IV** is an intensive, train-the-trainer program.

Level I – This series offers a comprehensive introduction to the concepts of diversity as it relates to race, ethnicity, culture, disabilities, and generational differences. These sessions provide cursory level information on the respective topics, offer an opportunity to discuss why these topics are relevant, explore their manifestations in our society, probe personal mindsets and belief systems, and assist in developing competencies, related to diversity, across a wide spectrum of differences among and between people. Students have the opportunity to discover the strength of assumptions and perceptions on interpersonal relationships and to understand how these topics impact values, attitudes, and behaviors.

Level II – The second series continues to explore how individual preferences determine behavior and how to understand and interact most effectively with different world views and proclivities. This series introduces discussions on religion, sexual orientation and inclusion and goes more in-depth into race, ethnicity, and culture. **YOU MUST COMPLETE LEVEL I CLASSES FIRST!!**

Level III – The third series explores concepts related to equality versus equity, social justice, as well as linkages between diversity and inclusion as it relates to socioeconomic status, class, and body size/image. Participants will end this series by delivering small-group presentations on a diversity and inclusion-related topic of their choice. **YOU MUST COMPLETE LEVELS I & II CLASSES FIRST!!**

Level IV – The final series is a train-the trainer course, which is designed to equip citizens to facilitate and host community conversations on diversity and inclusion. Graduates of Levels I, II, and III will be trained on group facilitation, community engagement, team-building and receive refresher training on diversity, race, ethnicity, culture, religion, sexual orientation,

intergenerational differences, and inclusion. **YOU MUST COMPLETE LEVEL I, II, & III CLASSES FIRST!!**

Individual classes are facilitated by various local subject matter experts under the direction of the Executive Director, who oversees and facilitates some of the classes. The sessions are designed to be interactive and experiential in order to encourage relationship-building among the participants as well as to utilize the diversity in the class as learning opportunities.

Graduates of each tier are presented with certificates of completion at the end of each level and are also publicly recognized at the annual Citizens' Unity Commission Unity Awards Ceremony and Reception in June of each year.