

The Multicultural and Individuals with Disabilities Sections of
NJRPA Present...

NJRPA's 2020 DAY OF DIVERSITY AND INCLUSION

Creating Inclusion

Inspiring Acceptance

Experiencing Unity

Tuesday, January 14, 2020

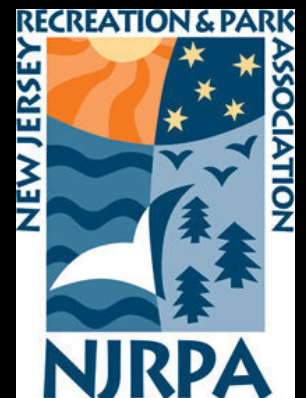
Snow? Wednesday January 15, 2020

Summit Community Center

100 Morris Avenue, Summit, NJ

8:45 AM - 3:15 PM

Light Breakfast & Hot Lunch included



**Four speakers on topics surrounding inclusion and
diversity (.45 CEUs pending)**

- **9:15 - Mentorship of Minority Populations Saves Lives**
- **10:30 - Anti Bias Training**
- **1:00 - Leveling the Playingfield for All Classes**
- **2:15 - Focus on Autism: An Overview of Autism Spectrum Disorder**

\$10 Registration Fee

Register online at NJRPA.org

Or pay the day of, but you MUST RSVP to dguidajr@cityofsummit.org

"We all have a thumb print, make your unique mark this decade."

NJRPA's 2020 DAY OF DIVERSITY AND INCLUSION SESSION INFORMATION

Mentorship of Minority Populations Saves Lives (9:15-10:15)

Presented by: Stan Neron, Director of Elizabeth Recreation

Studies show that Recreation is an essential part of government. Recreation is used to beautify and improve communities, create programs, increase health and wellness and address public health risks. In this session participants will learn how to create programs focused on mentoring, especially geared toward minority populations, that will help to develop solutions in various communities addressing multiple public health risks amongst young people and adults such obesity, suicide, drugs and alcohol abuse, violence and unhealthy social behaviors.

Attendees will be able to:

1. Create and develop needs assessments in their respective communities, to help formulate programs.
2. Formulate local, private and public partnerships to support your programming needs.
3. Create innovative strategies to attract participants to join mentoring groups.

Anti Bias Training (10:30-12:00)

Presented by: Officer Matt Stanisleo, Glen Rock Police Department

Community Centers and Recreation Departments are made up of diverse cross-sections of groups and individuals. Yet, diversity goes beneath and beyond what is seen. This is especially true when exploring human behavior through the lens of gender and sexuality. At this point of departure, this session will explore these paradigms. It will provide broad awareness into personal bias development, and how to use inclusive language in a way that can positively impact daily interactions. This lesson aims to reduce (and perhaps more fundamentally recognize) our own biases, while fine-tuning our language use. Final remarks will encourage self-awareness when interacting with new people.

Attendees will be able to:

1. Identify ways in which we can raise self-awareness and minimize bias while interacting with new people.
2. Describe how to properly address people through our use of inclusive language.
3. Evaluate how as an agency, your organization can become more inclusive by making minor changes.

Leveling the Playingfield for All Classes (1:00-2:00)

Presented by: Amanda Block, Founder of GRACE

Recreation is a vital service for all. But the impact that it can have on at risk youth or individuals in lower socioeconomic classes is immense. For some of these children, recreational activities provided through municipalities are their only source of recreation. In this session, we will explore how community programs bring equity, stability, and success to underserved community members.

Attendees will be able to:

1. Identify need in their communities and the associated to "pain points" for their constituents.
2. Involve the community to design and sustain responses to pain points and barriers to community assets while incorporating community culture, values, and shared goals.
3. Review existing programs and offerings with an eye towards equity and existing community needs.

Focus on Autism: An Overview of Autism Spectrum Disorder (2:15-3:15)

Presented by: Adrienne Robertiello, Children's Specialized Hospital

As part of providing quality recreation programming for people with autism, it is important to have a reliable understanding of the spectrum and the need for flexibility based on each person's unique interests and needs. This presentation will provide an overview of autism spectrum disorder (ASD) including communication, social interactions, narrow interests and repetitive behaviors, and sensitivities. Discussion will include topics such as learning characteristics, motivation, distractibility, choice making, socialization, and reinforcements. With this overview of ASD, recreation providers can more comfortably support meaningful and impactful recreation activities and social interactions.

Attendees will be able to

1. Identify characteristics associated with autism spectrum disorder (ASD) and their relevance to recreation.
2. Recognize the variability of independence and diverse need for supports.
3. Recognize commonly-effective learning techniques for individuals with ASD.
4. Discover beneficial ways to develop positive associations and interactions with individuals with ASD within recreation settings.