

Diversity, Equity, and Inclusion Policy



social learning institute

Social Learning Institute, LLC

Devora Samet, Psy.D, M.S.Ed

President

Executive Board:

Michael Felt Ph.D.

Rebecca Lieberman, Psy.D.

Devora E. Levovitz, M.S.Ed

Yitzhak Berger, Psy.D.

Professor Jeffrey Glantz, Ed.D.

Nechama Zupnik

Executive Secretary

Rabbi Dr. Martin Schloss

Rabbinic Liaison

Phone:

718-331-3601

Email:

dr.devorasamet@gmail.com

Web:

redgreenbehaviortherapy.com

Address

2127 59th street Brooklyn NY 11204

At the Social Learning Institute, we are committed to fostering a culture of diversity, equity, and inclusion. We believe that our success is built on the collective strength of our diverse workforce, which encompasses individuals from various backgrounds, experiences, and perspectives. Our aim is to create an environment where everyone feels valued, respected, and empowered to contribute their best.

We recognize that diversity goes beyond visible differences such as age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and veteran status. It also includes diversity of thought, experiences, and ideas. By embracing this broad definition of diversity, we can foster innovation, creativity, and excellence in our work.

Our commitment to diversity, equity, and inclusion extends to all aspects of our organization, including:

- **Recruitment and Selection:** We strive to attract and hire a diverse pool of talented individuals by actively seeking candidates from underrepresented groups. Our selection process is designed to be fair and free from bias.
- **Compensation and Benefits:** We ensure that our compensation and benefits structure is equitable and free from discrimination, ensuring that all employees are fairly rewarded for their contributions.
- **Professional Development and Training:** We provide ongoing professional development and training opportunities to all employees, with a focus on promoting diversity, equity, and inclusion. These initiatives aim to enhance awareness, understanding, and skills related to diversity and inclusivity.
- **Promotions and Transfers:** We promote a fair and transparent process for promotions and transfers, ensuring equal opportunities for all qualified employees regardless of their background.
- **Work-Life Balance:** We recognize the importance of work-life balance and offer flexible work schedules to accommodate the varying needs of our employees.
- **Community Engagement:** We encourage employees to actively contribute to the communities we serve, promoting understanding and respect for diversity.

We expect all employees to uphold the principles of diversity, equity, and inclusion in their day-to-day interactions. This includes:

- Respecting and valuing the differences among colleagues, treating everyone with dignity and respect.
- Encouraging teamwork and collaboration, ensuring that all voices are heard and perspectives are considered.
- Participating in diversity and inclusion initiatives, contributing to a positive and inclusive work environment.
- Attending and completing annual diversity awareness training to enhance understanding and promote inclusivity.

Furthermore, in our programs, we are committed to:

- **Developing Inclusive Content:** We ensure that our program content reflects a deep understanding and appreciation of diversity. We actively consider the experiences, perspectives, and needs of individuals from diverse backgrounds when developing our materials. This includes addressing topics such as cultural competence, unconscious bias, privilege, intersectionality, and social justice.
- **Educating Participants:** Our programs are designed to provide participants with the knowledge and skills necessary to navigate and embrace diversity in their personal and professional lives. We incorporate educational components that promote understanding, empathy, and respectful communication across diverse populations.
- **Selecting Instructors:** We are committed to selecting instructors who not only possess expertise in their respective fields but also actively promote the mastery of strategies and behaviors that enhance the inclusion of diverse populations. When selecting instructors, we consider their experience working with diverse communities and their ability to create a safe and inclusive learning environment.
- **Inclusive Teaching Methods:** Our instructors are encouraged to utilize teaching methods that engage participants from different backgrounds and learning styles. They are trained to create an inclusive and respectful classroom environment that encourages participation, values diverse perspectives, and fosters open dialogue.
- **Ongoing Professional Development:** We provide our instructors with regular professional development opportunities focused on diversity, equity, and inclusion. These trainings enhance their understanding of diverse populations, cultural sensitivity, and effective strategies for promoting inclusion.
- **Feedback and Evaluation:** We actively seek feedback from participants to ensure that our programs are meeting their needs and promoting diversity. We use this feedback to continuously improve our content, teaching methods, and instructor selection processes.

Any employee found to have engaged in inappropriate conduct or behavior that violates our diversity policy may be subject to disciplinary action, up to and including termination.

We encourage employees who believe they have experienced any form of discrimination or who have concerns about our diversity initiatives to report the matter to our executive secretary or member of the CE Committee. We are committed to addressing such concerns promptly and taking appropriate action to ensure a respectful and inclusive workplace for all.

By embracing diversity, equity, and inclusion in our organization and programs, we are cultivating an environment that fosters personal and professional growth, innovation, and success for all members of our community.