



Ada Students - Social Justice Curriculum Core Program

Ada Developers Academy's social justice curriculum empowers students to explore social justice topics, strategies, and resources that students carry with them into internship and career experiences. Students will review and analyze topics focused on: diversity, equity, inclusion and social justice, with the goals of developing students' abilities to self-advocate, challenge inequitable/discriminatory ideas, escalate issues, and engage across diverse groups. Learning is multifaceted, community-based, and collaborative. Student-focused learning models will include self-guided work, idea-based learning, reflective exercises, caucuses & panel presentations.

Upon completion of the curriculum, students will grow and develop their knowledge in the following proposed topics:

Pre-course Material	Social Justice Curriculum
<ul style="list-style-type: none"> • Why Social Justice Matters in Tech • DEI Foundational Pieces • Inclusive Language • Community & Self-Care 	<ul style="list-style-type: none"> • Racial Justice • Cultural Competency & Intersectionality • Allyship • Neurodiversity • Gender Inclusion/Justice • Economic Justice/Classism

Curriculum Learning Objectives

- Engage across diverse groups with humility and thoughtfulness in interaction and communication
- Examine the multiple perspectives of their identity they bring into the classroom and workspaces, and how that influences their decisions and the decisions of others
- Distinguish between equity and inclusion across different identities
- Gain a shared vocabulary on social justice topics and concepts
- Develop an understanding of interactions with those from other backgrounds by incorporating their own experiences and learning
- Identify the barriers to equality/inclusiveness and explore strategies to address them in their lives
- Develop strategies to disrupt systems that perpetuate oppression/marginalization
- Self-advocate for themselves and others in the classroom, internship, and beyond