ada developers
academy

Ada Corporate Managers - Social Justice Programs:

Ada Equity Build and Ada Equity and Inclusion

Ada Developers Academy's has developed a social justice program for the corporate managers that will be hosting Ada interns during their 5 month internship. This series of workshops is designed to help them create an inclusive and welcoming environment to fully support their Ada Intern. There are two 7-session tracks that span 4 months, Ada Equity Build and Ada Equity and Inclusion.

All managers and mentors new to hosting Ada interns are required to complete at least one of the two trainings. Sessions are interactive didactic presentations, with both large and small group discussion as well as activities and short readings will supplement the learnings, a subset of the series may be comprised of small group coaching sessions formed around racial caucus groups.

Program Tracks & Content Highlights:

Ada Equity Build	Seven - 90 minute sessions
The Equity Build sequence strengthens and reinforces understandings of foundational social justice topics. This series provides managers with tools and strategies to support diverse team members.	Characteristics of Inclusive Leadership Intersectional Identities Cultural Intelligence Microaggressions/Bias Privilege and Oppression Workplace Inclusion Gender Identity and Expression
Ada Equity & Inclusion	Seven - 90 minute sessions
The Equity & Inclusion sequence focuses on the tenets of Inclusive Leadership and provides a foundation for creating a team environment where all team members can thrive. This series is designed to provide managers with tools and context to support diverse team members.	Inclusive Leadership Techniques Identity & Intersectionality Privilege, Power, and Oppression Systemic Racism White Supremisist Culture Microaggressions Gender Identity and Expression Management & Racial Harm Disability & Neurodiversity Critical Race Theory