

"Your seminar provided a refreshing opportunity to re-examine and learn some different ways of looking at diversity in my classroom and in my life."

—Teacher, DeForest Area Middle School

"The workshop gave me amazing insights and tools to take back to my school and immediately implement. It was one of the most practical and useful trainings I have attended."

—Learning Support Teacher, Waterford School District

"S&J Consulting's diversity programs consistently get great reviews from attendees because they put participants in real-time situations and remind us that we constantly need to be aware of diversity. They make it educational and fun."

—Public Relations Coordinator, YWCA Rock County

WHAT PARTICIPANTS SAY

S&J Consulting Company LLC has provided workshops for teachers, administrators and business leaders.

"With the experience of growing up in Belfast, Ireland, teaching high school, and coaching NCAA Division I, I only wish I had the opportunity to participate in this excellent diversity workshop much earlier in my career."

—Teacher, Blessed Sacrament

"S&J Consulting effectively taught us how to be better teachers. They gave us specific tools to use to impact our students and reminded us of our importance in the lives of young people who look to us for guidance."

—Teacher, North Boone High School

"S&J Consulting's workshop helped increase our employees' sensitivity, awareness and response to our patients' differences."

—Administrator, Hospice Care, Inc.

"The S&J Consulting workshop on diversity had an immediate impact on my awareness of the world around me. I came to learn how to bring diversity to my small, rural classroom. I came away finding that I, myself, had some things to open my eyes to as well."

—Teacher, Parkview Schools

Santo Carfora is a private consultant in human relations and diversity training for schools and businesses. A native of Long Island, NY, he taught social studies for 34 years. He holds a master of science degree in teaching from the University of Wisconsin-Whitewater. His honors include "Who's Who Among Teachers," WEAC Humanitarian Award, YWCA Rock County Peace Award, Janesville Link Asset Builder Award, and UAW Local 95 Civil Rights Service Award.



Santo Carfora has conducted diversity workshops since 1996. He retired from the classroom in 2003 and founded S&J Consulting, LLC.



S&J Consulting, LLC
608.756.1815 www.consultsj.com

CELEBRATE DIVERSITY

WORKSHOPS

MENTORSHIP PROGRAMS

FOCUS GROUPS

CONSULTING



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DIVERSITY DEFINED

what is diversity? Diversity is about differences between people. Our diversity programs offer strategies for combating biases that inhibit group understanding and individual success. Race is just one of many characteristics for which people often experience discrimination. Others can include:

GENDER	NATIONAL ORIGIN
ANCESTRY	CREED
PREGNANCY	PARENTAL STATUS
RELIGION	SEXUAL ORIENTATION
MARITAL STATUS	AGE
PHYSICAL DISABILITY	MENTAL DISABILITY
LEARNING DISABILITY	EMOTIONAL DISABILITY

keynote addresses Our customized programs motivate, invigorate and empower your employees/students.

curriculum We work with your curriculum committees to assist in infusing a culturally-responsive focus.

all-school programs We also organize clubs, lead workshops, coordinate field trips, present keynote addresses and arrange assemblies for schools of all sizes and grade levels.

Contact us today for a customized proposal.



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DIVERSITY PROGRAMS CUSTOMIZED FOR YOU



We customize diversity programs to meet your needs:

workshops Our interactive multicultural workshops are designed to meet the needs of your employees/students at your workplace or school. Through ice breakers, group discussions and reflective activities, we provide tools to help combat prejudices and explore intolerance. We provide opportunities to be culturally responsive to our changing demographics.

We encourage participants to look at human relations issues, to observe where they stand, and to develop their own connections and reactions. Participants are not asked or expected to leave with a homogeneous perception of diversity.

Respecting the dignity of all individuals is the key premise. Confidentiality is valued. Participants represent themselves, not their entire school or company. Most importantly, we provide a vital starting point that can get everyone thinking, talking and acting.

focus groups Following up our workshops with small in-house groups, we address specific school and workplace issues that affect your environment.

mentorship programs These programs include trainer of trainers for student workshops and employee focus group training.

benefits In return for honest reflection and willingness to consider alternate views, participants enjoy improved self-esteem, better relationships, more positive business contacts and higher employee/student achievement.

We identify factors that promote group understanding and individual success. You'll learn proactive ways to improve your climate and empower your employees and colleagues. Participants also:

- Gain sensitivity to the needs of students, teachers, employees and customers.
- Create a more positive school/workplace.
- Help close the achievement gap and improve test scores.
- Help increase the bottom line for businesses.
- Encourage courageous conversations.
- Promote culturally-responsive schools, workplaces and communities.

"Diversity is the one true thing we have in common ... celebrate it every day." — Anonymous



representative clients

Beloit School District, Beloit, WI
Blackhawk Technical College, Janesville, WI
Canton RV School, Canton, MO
Edgerton School District, Edgerton, WI
Evansville School District, Evansville, WI
Girl Scouts of Badger Council, Beloit, WI
Hospice Care, Inc., Janesville, WI
Janesville School District, Janesville, WI
Hedberg Public Library, Janesville, WI
North Boone Schools, Poplar Grove, IL
The Janesville Gazette, Janesville, WI
Univa Prepa High School, Guadalajara, Mexico
Whitewater School District, Whitewater, WI
YWCA Rock County, Janesville, WI

For a complete list of references and contact information, call 608.756.1815.

