

EDU 3263 –
Diversity and Inclusion

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Course Objectives

- To exercise academic and intellectual judgment in response to issues of cultural difference, gender, racial and ethnic diversity.
- To engage in critical reflection on learning differences across culture, ethnicity, gender, and individual development.

Today's Objectives

- Increase your awareness of the various dimensions of diversity and culture.
- Examine your own cultural identity and how that identity affects your relationship with others
- Become more aware of your own attitudes, perceptions, and feelings about various aspects of diversity.

Today's Objectives

- Questions?
- Handout Grades – Discuss Grading Policy
- Mental Maps of Culture
- Face Activity
- Lecture
 - Small Group Activity
- Homework – Autobiographical Poem

Mental Map of Culture

- Integrated set of beliefs, ideas, and products that shape the way you live, evaluate your life, and interpret the lives of others around you.
- When your “mental map” meets a different social context “mental map” you find yourself in a state of adventure, confusion, frustration, and self-discovery.

Culture Face Activity

- Grab a piece of paper
- Find a partner
- Look at each other for 3-5 minutes – please no speaking.
- Write a description of what you see, the more detailed the better.
- Share your written description with your partner.
- Discuss our descriptions

Important things that people in our society notice about people.

- Skin Color
- Gender
- Appearance
- Facial Expressions
- Eye Contact
- Movement
- Personal Space
- Touch

Culture

- Why should we care about diversity?
- What is the rationale for attention to diversity in education?

What is Culture?

- Culture is the totality of values, beliefs, and behaviors common to a group of people. A culture may include a shared language and folklore, communication styles, and ideas and thinking patterns by members of the group.

What is Culture? (OED says)

- **5. a. *absol.*** The training, development, and refinement of mind, tastes, and manners; the condition of being thus trained and refined; the intellectual side of civilization.
- **b. (with *a* and *pl.*)** A particular form or type of intellectual development. Also, the civilization, customs, artistic achievements, etc., of a people, esp. at a certain stage of its development or history. (In many contexts, esp. in Sociology, it is not possible to separate this sense from sense 5a.)

Why do we need to be concerned about diversity? - Three Trends

- Global economy
- U.S. Demographic Shifts
- Individuals began celebrating differences instead of compromising their uniqueness to “fit in.”

Global Market

- To a large extent, the strength of our economy depends on our ability to business with other parts of the world.
 - Business requires that we bring diverse peoples to the planning and negotiating table.
 - It makes good business sense to develop an understanding of their (i.e., the world) cultures.
- What can go wrong if we don't?

Changing Demographics

- Examine the National Education Center for Statistics (NCES) data table for 2000-2001 School Year
- What do you see?
- People of color make up over 30% of the US population

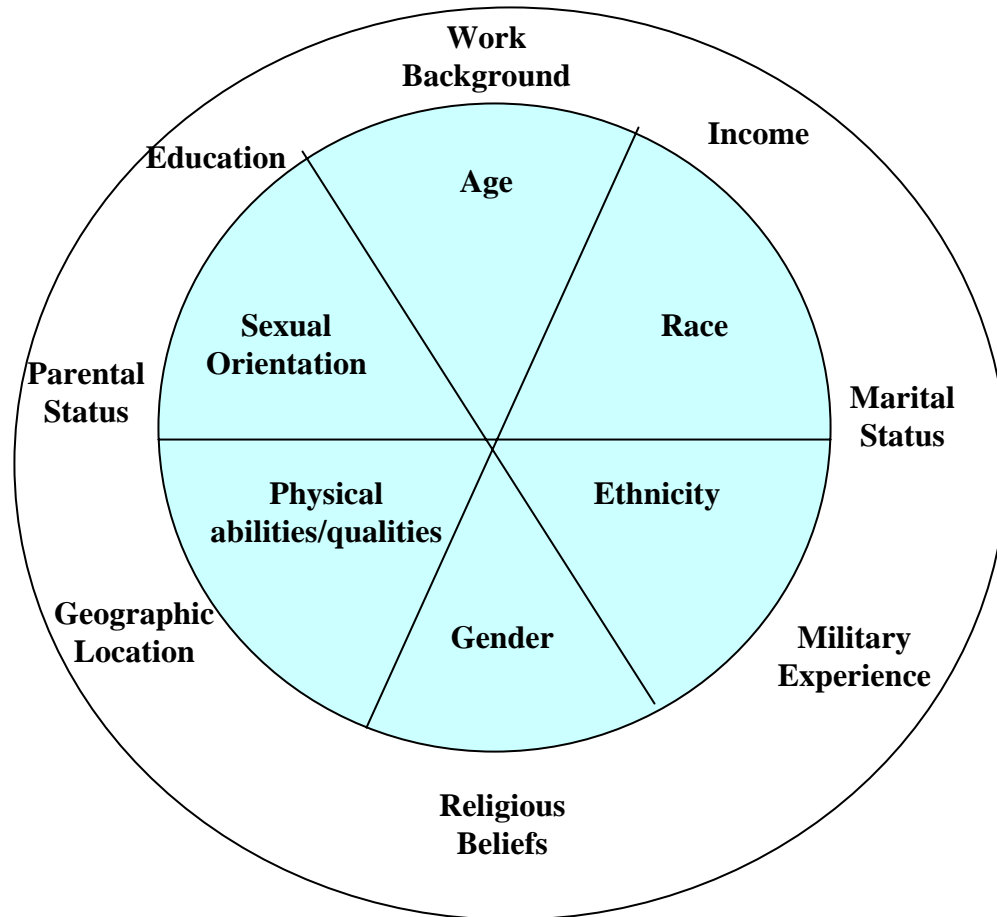
Changing Demographics

- Between 1998-2008 over 70% of new workers were women and people of color.
- African Americans and Hispanic/Latinos will be the majority in more than 1/3 of the nations largest cities
- Birthrates highest for Asians, Latinos, African-Americans, and Whites

Changing Demographics

- One in seven Americans speaks a language other than English at home.

Dimensions of Diversity



Considering the Dimensions of Diversity

- Take a few minutes to think about your own community or workplace. Consider the importance of each of the dimensions of diversity to other people in your workplace? School? Are people treated differently based on these factors?
- Thoughts, examples, complaints?

What does Cushner, et. al.,
say culture is?

Cultural Filters Activity

- You can't teach an old dog....
- Big boys don't....
- You can lead a horse to water, but ...

Cultural Filters Activity

- Lawyer
- Professor
- Man in a wheelchair
- Californian
- Politician
- Share and Discuss
- Homeless person
- Black male teenage
- Police officer
- Farmer
- 300-pound woman

Diversity Competence

- Awareness
- Knowledge
- Skills
- Action or Behavior

Group Activity

- Choose a cultural group - Devise ways that your group will achieve competence in the four areas of competence (i.e., awareness, knowledge, skills, and behavior)

Homework

- Autobiographical poem
- Read Banks (2001) *Cultural Diversity and Education, Foundations, Curriculum, and Teaching*, Banks, 1-39