

Diversity, Equity, and Inclusion in COM 115



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Course Context

- *Opportunity* for impact:
 - Small classes, excellent teachers.
 - Public Affairs mission.
 - 2200 students/academic year



Course Context



- ***Challenges:***

- Experience of instructional staff.
- Students are typically new to college.

What We've Done

- Administrative:
 - Removing barriers for students with disabilities.
 - StreamlinED program
 - Accessibility Task Force
 - Course materials rigorously tested and approved by DRC.

The logo for VitalSource, featuring the word "VitalSource" in white text on a dark blue rectangular background.The logo for goReact, featuring the word "go" in black and "react" in red, with a play button icon inside the letter "o".



What We've Done

- Training:
 - COM 710 topics:
 - Recognizing and celebrating diversity and inclusion.
 - Educational philosophy, including critical pedagogy.
 - Systemic issues, including discussion and critique of current issues.
 - Weekly Wednesday training:
 - Recognizing, responding to, and teaching about microaggressions.
 - Instructor's role in accommodating students with disabilities.

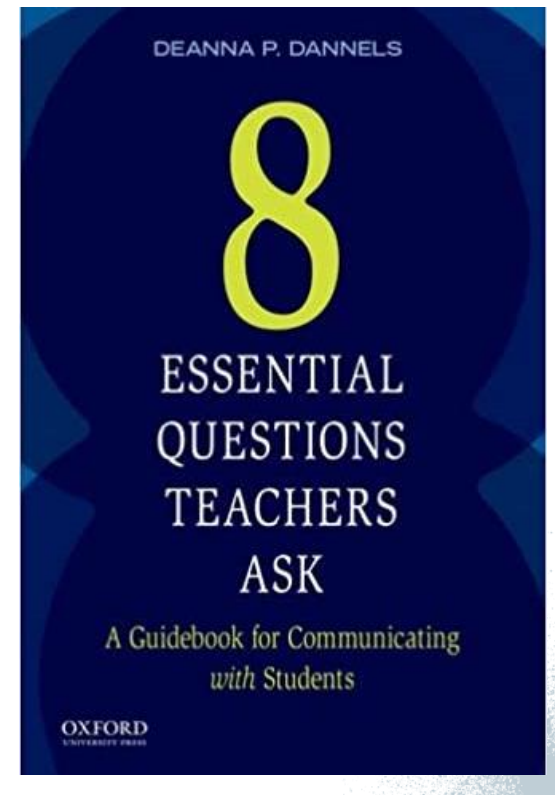
What We've Done



- Curriculum:
 - Audience analysis.
 - Language.
- Other opportunities.

What We Can Do

- Dannels' framework for multicultural education.
 - **content integration:** using examples from a variety of cultures/subgroups
 - **knowledge construction:** helping students interrogate the ways cultural assumptions/biases influence knowledge





Content Integration

- **Representation matters.**
 - Examining: Our textbook/curriculum and other materials used in classes.
 - Providing: A library of speeches/materials including diverse speakers/participants.
 - Encouraging: Communicating to instructors the importance of representation; asking them to share examples.



Knowledge Construction

- **Training matters:**
 - Integrate antiracism into fall TA training.
 - Build on COM 710 and our weekly TA training.
 - Managing disagreement productively, stopping/preventing microaggressions in the classroom, etc.
 - Create key classroom activities that promote inclusiveness.



Knowledge Construction

- Training, cont'd
 - Invited discussions for all COM 115 instructors on antiracism.
 - Develop a training program and collect efficacy data.

Other Efforts

- Seek a more diverse instructor pool.
- Create a more inclusive judging pool for the Vicki Stanton Public Speaking Showcase.





Invitation

COM 115 Instructors:

Advisory Group – mission, commitments,
activities, training, assessment



Questions?
Suggestions?