Diversity & Social Justice in Higher Education: Current issues & strategies for creating an inclusive campus community

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About Us

- Cultivating an inclusive campus community through social justice and academic success
- Diversity & Social Justice Education
- Academic Enrichment Programs
- Outreach & Purposeful Coalitions
- Hangout, computer lab, tutoring services, get involved, make a difference

Contact Us

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Road Map

- Introduction
- Current Issues in Education
- Terminology
- Strategies for creating an inclusive campus community
Current Issues in Higher Education

- Successes and difficulties of students in higher education
- Future of Higher Education
- Impact of K-12 Education
- National events
- Daily and systemic inequalities
- Culture Fatigue
- Micro-aggressions
- Biased incidents
- Danger of a single story
- “Perfection”
- “Survival”
While everyone has an individual experience at their institution, there are common themes for the issues that international students studying in the United States are facing:

- Adjustment & acclimation
- Barriers
  - Language
  - Cultural
  - Social
  - Religious
- Pedagogical differences
- Financial

Akanwa, 2015
K-12 Education and its impact on Higher Education

- The role of communities and families in academic preparation
- Varying levels of capital
- The role of families in college choice
- Financial background of communities and families
- Ability, tracking and academic preparation
- Not every school is equal
  - Public vs. private
  - School choice programs
- Education deserts
Identity & Your Environment

Context

Bronfenbrenner's Ecological Model

MACROSOMYST

MESOSYSTEM

MICROSYSYS

EXOSYSYS

Image from: http://www.c4eco.org.uk/
Terminology

Diversity & Multicultural

Cultural Competency

Social Justice
Privilege & Oppression

• Privilege
  • unearned, unasked for, often invisible benefits and advantages given to some

• Oppression
  • The discrimination of one social group against another, backed by institutional power.
  • Oppression occurs at the group or macro level and goes well beyond individuals

• Systemic

Sensoy, Özlem; DiAngelo, Robin J. (2012) Is everyone really equal? : an introduction to key concepts in social justice education New York : Teachers College Press,
Acknowledging Your Privilege & Role

I had nothing to do with it.
**What is inclusion?**

**Inclusive:** Not excluding any section of society or any party involved in something

**Inclusion:** The active, intentional, and ongoing engagement with diversity—in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions

An inclusive community is one that provides equal opportunities and access to everyone, and is one that makes an effort to stop/eliminate forms of discrimination

AACU, 2015
Strategies for Self Work

- You don’t know what you don’t know
- Everyone has an opinion; this is not the same as informed knowledge
- Let go of personal anecdotal evidence; look at the broader pattern
- Take note of your personal reactions, especially when they are defensive
- Recognize how your identity informs all you do
- Inspiring & Educating Dominant Group Members
- Supporting Target Group Members
- Creating Institutional & Cultural Change

Campus Engagement

- Safe Zone Training
- Current Events (Tagboard, Twitter, FB, social media, discipline & diversity)
- Diversity & Equity Programming
  - OMA
  - ETC WG E
Creating Inclusive Environments

In The Classroom
- Roll Call
- Include issues of diversity as part of the course learning outcomes
- Include diversity and disabilities statements in your syllabus
- Include materials written or created by people of different backgrounds and/or perspectives

Across Campus
- Recruitment & Retention
- Active Communication
- Be sensitive to the experiences of marginalized students
- Keep the conversation going
- Marketing
- Physical Space; bathrooms, artwork, signage
There is no such thing as a single-issue struggle because we do not live single-issue lives.

- Audre Lorde