Walking the DEI Talk: Exploring Tools for Our Inclusive Classrooms

DePaul University Teaching and Learning Conference, May 5, 2023
Kirsten D'Aurelio, Adjunct Faculty, College of Communication

Breakout 1: Equity Audits & Transparent Pedagogy (open forum)

Discussion question: Could your textbook, readings, media, lecture material, or foundational principles benefit from "bias hunts"? How would you share your findings openly with your students and potentially involve them in solutions?

Explore this resource for auditing classroom materials (a handy chart of questions):
http://www.seedtheway.com/uploads/8/8/0/0/8800499/equity_audit__curriculum__rev.dec20_.pdf

Breakout 2: Layering in Representation (open forum)

Discussion question: Where in your existing classroom materials could you incorporate or swap in images, ideas and words from underrepresented groups, marginalized voices, and hidden contributors?
How might you utilize our DePaul Land Acknowledgement?

Breakout 3: Interrupting Microaggressions (scenario practice)

Apply the HONDA tool to this scenario: *Your white student announces in class that for his upcoming speech project, he will persuade the audience that U.S. "catch-and-release" immigration practices are ineffective. He uses the dehumanizing term "catch and release" twice, comfortably, while referring to U.S.-Mexico border entrants.*

HONDA video: **Interrupting Racism: A 5-step Technique for Social Cowards by Carolyn Gage** **(29 mins)**

HONDA method steps:

H Halt the discussion. "Whoa." "Let's pause for a second."

O Own the problem. "I am uncomfortable with what I just heard."

N Name what you heard/saw, factually. "I heard you use a stereotype about _____."

D Describe how you feel and why. "When you said _____, I felt _____ because _____."

A Accountability. Ask for a specific behavior change. "I'm going to ask you to rephrase that…" "I'd like you to stop using that term/phrase in my class." "I'd like to discuss the impact of those words."

Breakout 4: Modeling Apologies (analysis of a recent apology)

Is it good enough? Analyze the Purdue University chancellor's 2022 apology for his racist comments at Commencement:
https://www.pnw.edu/an-apology-from-purdue-university-northwest-chancellor-thomas-l-keon/

6 effective apology components from The Ohio State University study (2016):
        1. Expression of regret
        2. Explanation of what happened
        3. Acknowledgment of responsibility [deemed most important by researchers] ("What I did was wrong")
        4. Declaration of repentance (remorse, commitment to do better)
        5. Offer of repair
        6. Request for forgiveness