Mandate for teaching toward Inclusive Excellence

Ronald L. Jackson II
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PRETEXT  Who are we?

CONTEXT  Are we who we say we are?

TEXT  Are we all we ought to be?
Pretext: Defining Terms of Engagement

Who Are We?
Mission of Colleges & Universities

- To Develop Better Global Citizens
- To Prepare Students for the Workforce
- To Educate Students in Order to Advance the Greater Good
- To Serve the Public & Economy
- To Preserve the Public’s Interests

Each of these is accomplished within higher education contexts through teaching, research, and community engagement.
WE MUST UNDERSTAND INCLUSION
If we are to develop global citizens.

“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.”

AAC&U – from the Making Excellence Inclusive plan
Context: When Inclusive Excellence is Absent

Are We Who We Say We Are?
Inclusive Excellence is **IMPOSSIBLE** without

Teaching Toward Inclusive Excellence Appears Episodic w/o These Features
AUGUST 29, 2016

WAS COLIN KAEPERNICK WRONG FOR NOT STANDING DURING THE NATIONAL ANTHEM?
Racism Since August 2016
Racism at AU is bananas: Hundreds protest incidents on American U. campus

Race-Related Vandalism on the Campus of DePauw University in Indiana


Students at Eastern Michigan U. protest ‘KKK’ and other racist graffiti
In the last 12 months, a whopping 80 U.S. universities have had protests against campus racism!

(source: www.thedemands.org)
Many of them have asked for a required diversity & inclusion course
Campuses Requiring or Close to Requiring a Diversity & Inclusion Course
Campuses w/ **Optional** Diversity Courses in the Curriculum

**EVERY**

**FREAKING CAMPUS IN THE COUNTRY!**

This is the Do-Nothing Alternative! (i.e. The Easy Way Out)
Text: What Teaching Toward Inclusive Excellence Looks Like

Are We All We Ought To Be?
Tried and True Strategies For Teaching Toward Inclusive Excellence

Source: Texas A&M University Center for Teaching Excellence
Portrait of America

Minorities now account for 34% of the U.S. population.

- Asian 5%
- Black 13.5%
- Hispanic 15.4%
- Other 2%
- White 65%

U.S. Race Groups and Projected Growth

U.S. RACE PROFILE, 2010

- Whites: 63.7%
- Asians: 4.7%
- Blacks: 12.2%
- American Indians and Alaska Natives: 0.7%
- 2+ races: 1.9%
- Hispanics: 16.3%
- Other races: 0.5%

PROJECTED GROWTH, 2010-50

- Whites: -6%
- Blacks: 37%
- American Indians and Alaska Natives: 27%
- Asians: 102%
- Hispanics: 121%
- 2+ Races: 193%

Source: 2010 U.S. census and Census Bureau projections

It's Official: The U.S. is Becoming a Minority-Majority Nation

Census data shows there are more minority children under age 5 than whites.

By Noor Wazwaz | Contributor | July 6, 2015, at 5:14 p.m.
We Ought To Be Ramping Up D&I in Curriculum, Hiring, Admissions, Planning, etc.

Why Aren’t We Hitting the Mark?
Where Teaching Toward **Inclusive Excellence** Begins... *with a holistic approach*

- Required D&I Course
- Integrating D&I in Courses
- Faculty Commitment to D&I
- University-Wide D&I Commitment
- Resources to Enact D&I Vision
- D&I Strategic Plan
Faculty Excuses for Jettisoning D&I Courses

- “Diversity has nothing to do with science!”
- “Why are we wasting our time teaching our kids sensitivity?”
- “I can’t fit it in my curriculum.”
- “We already have courses with a “DF – diversity focus” or similar designation.”
- “What about diversity of opinion?”
- “What’s the point of D&I courses? Have they been proven to work?”
- “Do we even know what diversity means?”
- If we focus on diversity & inclusion of historically underrepresented groups, then we’d better include adjuncts, political conservatives, and high-achieving non-minorities who’ve worked hard but had their scholarships taken up by a minority.
7 Myths About Diversity Courses

1. Diversity Courses are always about inclusion.
2. Diversity courses are always designed to imbue multicultural competencies.
3. Diversity courses should be taught by one department.
4. Everyone is on board with the idea from admin, legislators, and alumni to students, faculty, and staff.
5. Diversity courses can be achieved w/o a D&I Strategic Plan
6. The only thing that matters is racism.
7. Optional diversity courses are enough. Required D&I course take up space in the curriculum.
Specific Tips for Teaching Toward Inclusive Excellence... What you can do now!

- Redefine the classics and cannons
- Reconcile your vocabulary/jargon
- Reconsider Intellectual Heroes/Legends/Rockstars
- Reconnaissance of cultural icons in your discipline’s literature
- Reshape the basic course
- Retrain students to be principally ethical global citizens
- Rally for a required D&I course
- Reconnect to community
THANKS!!!

Any Questions?