

Racial Justice Examen

Pedagogy and Curriculum
Computer Science

lgreco.github.io/cdp/DEI/DEI.html

Continuum on Becoming an Anti-Racist Multicultural Organization

Exclusive

Passive

*Symbolic
Change*

*Identity
Change*

*Structural
Change*

Fully Inclusive

Exclusionary
Institution

“Club”
Institution

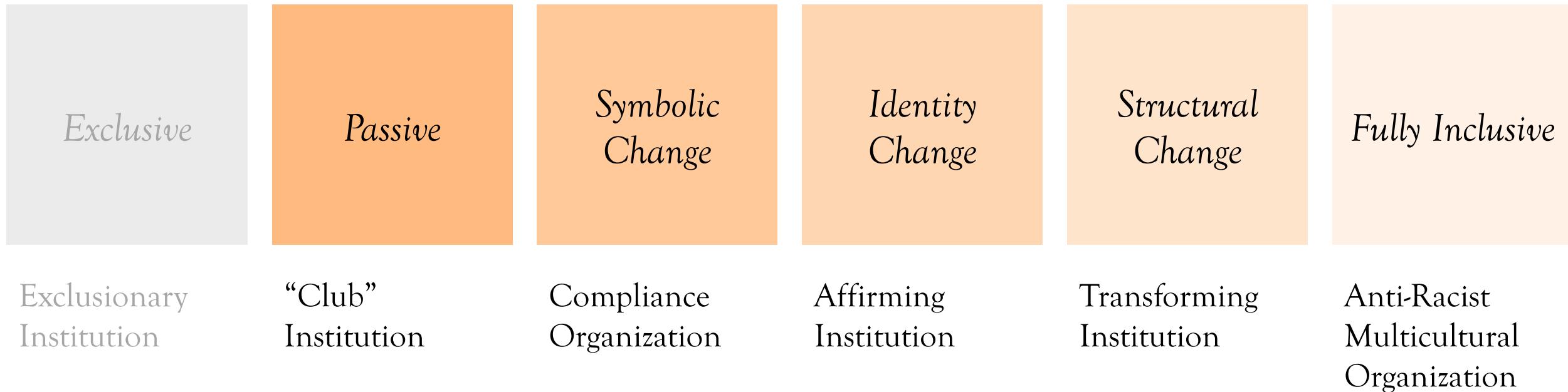
Compliance
Organization

Affirming
Institution

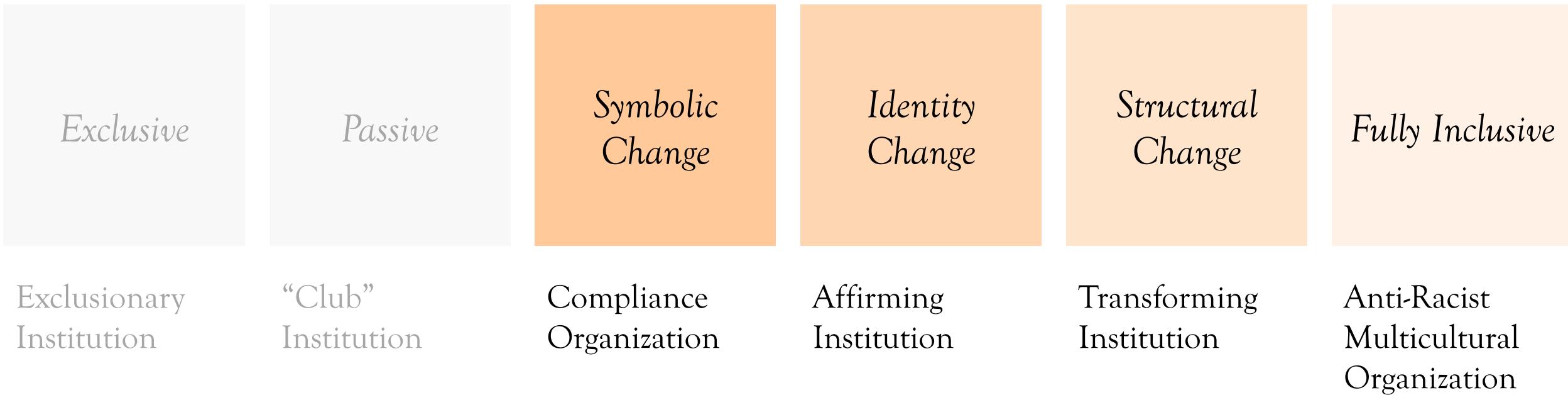
Transforming
Institution

Anti-Racist
Multicultural
Organization

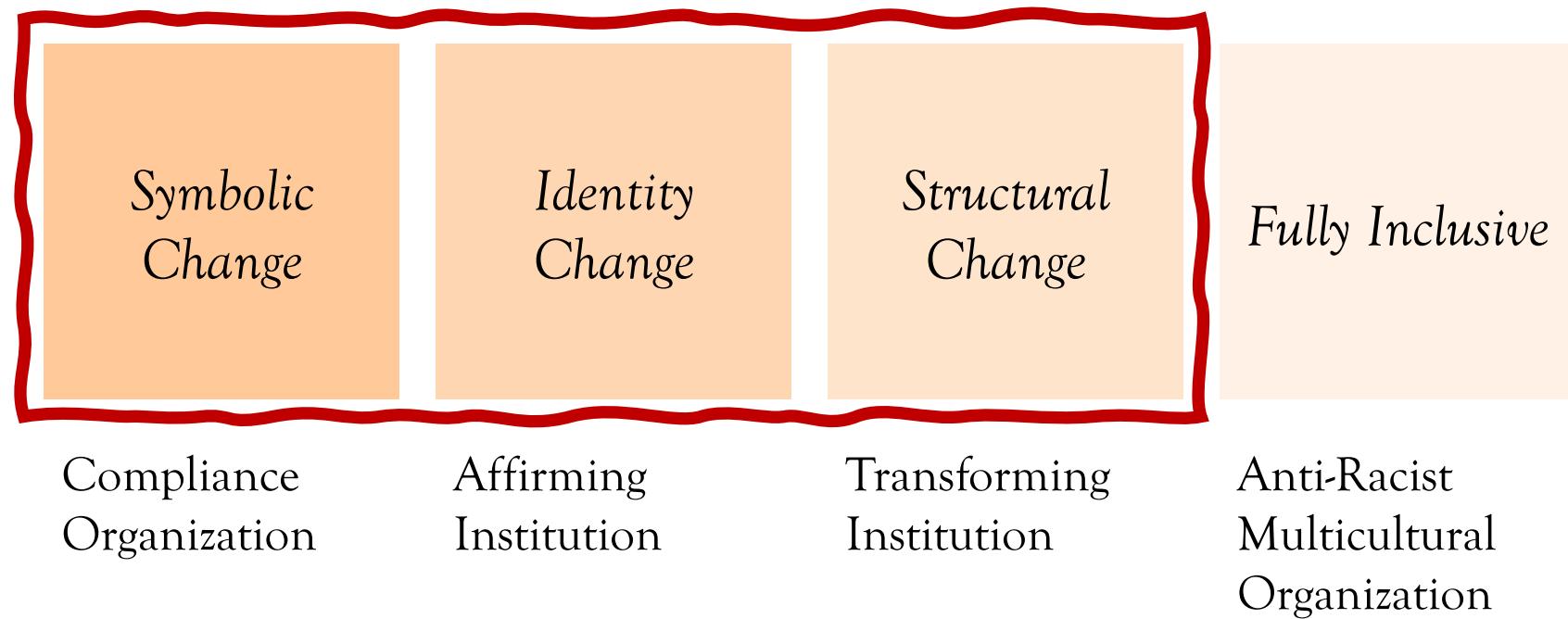
Continuum on Becoming an Anti-Racist Multicultural Organization



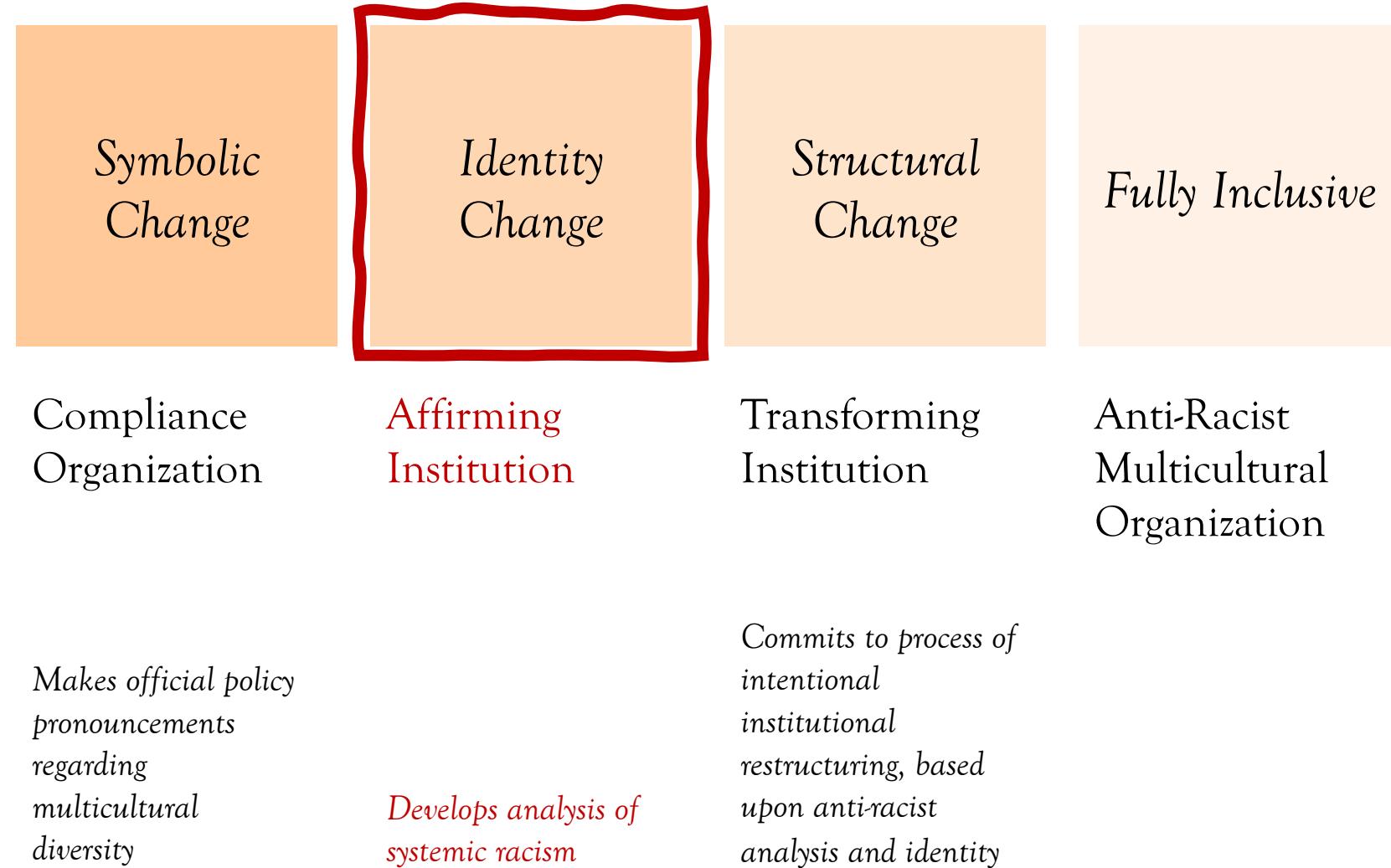
Continuum on Becoming an Anti-Racist Multicultural Organization



Continuum on Becoming an Anti-Racist Multicultural Organization



Continuum on Becoming an Anti-Racist Multicultural Organization



Continuum on Becoming an Anti-Racist Multicultural Organization



Affirming
Institution

*Develops analysis of
systemic racism*

Analysis

Pedagogy
how we teach

Curriculum
what we teach

Identity
Change

Affirming
Institution

Pedagogy *how we teach*

Practices that support DEI

Diverse range of perspectives

How to respond to conversations
about race and ethnicity

Barriers to increasing number of
students of color

Curriculum *what we teach*

Barriers to increasing courses that
address race, ethnicity, racial
justice

Recognition and reward of efforts
to address racial justice in
curriculum

Identity
Change

Affirming
Institution

Our (CS) Data on Curriculum and Pedagogy

Identity
Change

Affirming
Institution

No

Does the department require a syllabus statement to address DEI?

Are department's instructors trained to facilitate DEI dialogues?

None

Recent courses with > 50% of content dedicated to DEI?

Course with syllabi including contributions by scholars of color?

Number of courses focusing on race and ethnicity?

Our (CS) Data on Curriculum and Pedagogy

Does the department require a syllabus statement to address DEI?

Are department's instructors trained to facilitate DEI dialogues?

Recent courses with > 50% of content dedicated to DEI?

Course with syllabi including contributions by scholars of color?

Number of courses focusing on race and ethnicity?



Identity
Change

Affirming
Institution

Our (CS) Data on Curriculum and Pedagogy

How to increase our awareness
and inform our course contents
about technology and DEI?

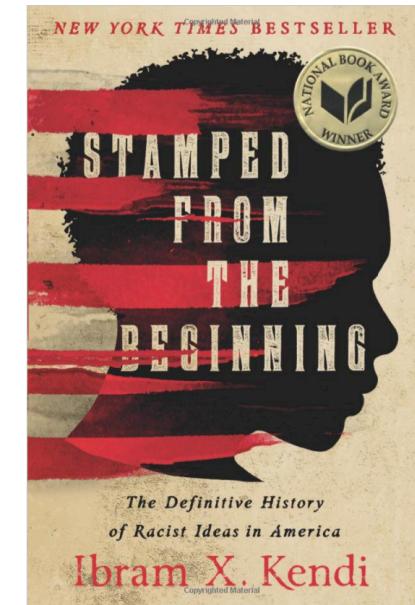
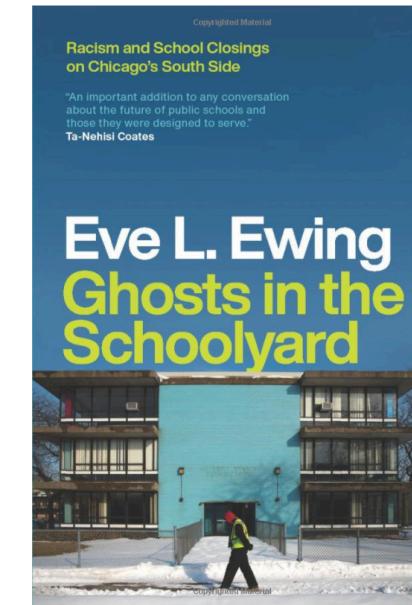
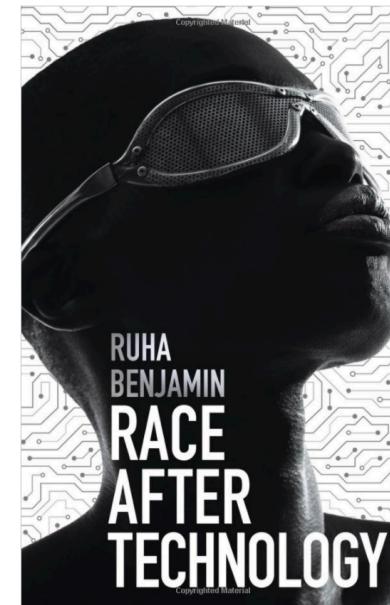
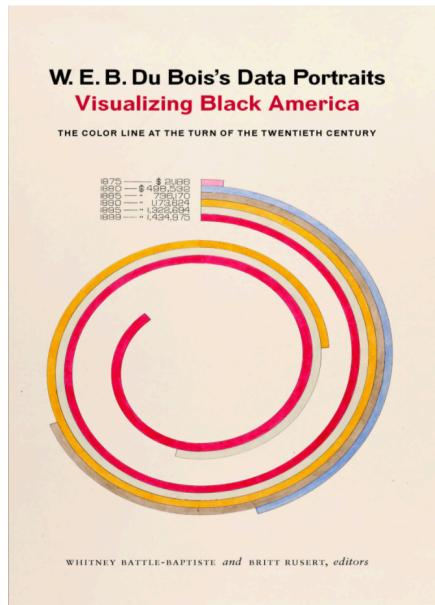
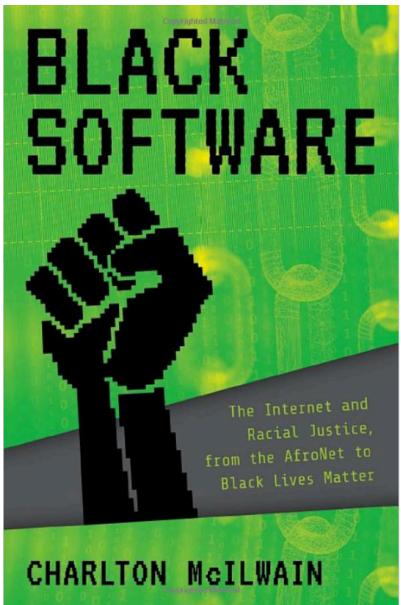
*Identity
Change*

Affirming
Institution

Increase awareness & inform content

Identity
Change

Affirming
Institution



Increase awareness & inform content

Identity
Change

Affirming
Institution

EQUITY PERSPECTIVE	DEFINITION	EQUITY-MINDED PRACTICE
Fairness	Every student has equal right to opportunity and resources that will advance their learning and achievement.	Demystifying
Care	Every student has the right to self-respect in educational settings, to feel cared for by college practitioners, to have their experiences (personal, cultural, and otherwise) affirmed, and to be acknowledged as producers of knowledge.	Welcoming Creating a Partnership Validating
Transformation	Racially minoritized students have the right to learn in educational spaces where their voices are heard and valued, where inequities they experience are being actively eliminated, and where their agency to change the conditions that contribute to the inequalities that affect them and their communities is cultivated.	Representing Deconstructing

*The
syllabus
as a
platform
for DEI*

Source: Center
for Urban
Education, USC
Rossier School of
Education

Improving the syllabus

Identity
Change

Textbook

There is no required textbook for this course. Reading material will be posted online as needed.

Leo's COMP 163 syllabus

Textbook

Times are hard and textbooks are expensive. Good news is that I have uploaded most of your reading material and all handouts on our GitHub page.

Start with an affirming or encouraging statement.

*Leo's **future** COMP 163 syllabus*

Improving the syllabus

Identity
Change

Affirming
Institution

Student hours (aka office hours)

Please do not email the instructor asking for availability: all available time is shown on Calendly. Find the time slot that suits you best and select it.

Leo's COMP 163 syllabus

Student hours (aka office hours)

To give you more flexibility with your time, I have made my schedule available on Calendly. You can find the best time slot that works for you and make an appointment just by clicking on it.

Start with an affirming or encouraging statement.

*Leo's **future** COMP 163 syllabus*

Shifting the focus in class

Identity
Change

Near the end of class time

I have to be somewhere else, will see you next time.

Affirming
Institution

focus on self

Near the end of class time

I am afraid that's all we had time for today. Take some time to reflect about today's material and let's resume the conversation next time.

As instructors
we are
already front
and center –
let's share
the spotlight.

focus on team

Syllabus self-check

Identity
Change

Convey your willingness to work individually with students who need extra help?

Does it limit the use of language that “scolds” students for potential behavioral infractions?

Does it include an anti-discrimination policy?

Does it include a statement on what you expect of students as learners, and what students can expect of you as an instructor?

Does it communicate that while your intent as an instructor is to help foster students’ success, you need students to help identify the blind spots of your teaching practices?

Does it state how class and course objectives will help students succeed in future courses?

Affirming
Institution

Challenges and growth

Identity
Change

DEI increasingly critical in future growth

Affirming
Institution

Expect regional accreditors to place more emphasis on DEI

Professional societies already revising curriculum standards

CS challenging for DEI introspection but neither immune nor exempt

Technology as a platform for elimination of disparities

This CS department has a rich, ethnically diverse foundation

Next step: brief conversations among us about DEI and our discipline

lgreco.github.io/cdp/DEI/DEI.html