

Employment Equity Week

Valuing Diversity – Advancing Equity

Managing Diversity in the Classroom

Catherine Anley, Employee Equity Advisor
Wade King, Safe Disclosure and Human Rights Advisor



Agenda

1. Session Focus & Objectives
2. Agreements
3. Ice breaker Activity
4. Role Play & Discussion
5. Participants' individual scenarios (if time permits)
6. Wrap up

Session Focus

There are many aspects and roles related to managing diversity in the classroom. We will be focusing on the role and impact of the instructor.

Objectives

By the end of the session you will have increased awareness of how to create an inclusive classroom:

- Tone Setting
- Assumptions & biases
- Cultural Orientations
- Gender Neutrality, Sexuality Assumptions
- Policies & Roles

Agreements

- Actively engage in discussions
- Confidentiality: what's shared in the room stays in the room
- Be open to differing ideas and priorities
- Avoid interrupting each other
- Seek clarification through inquiry, not debate
- Listen as an ally
- It's OK to share alternative perspectives

Role Play

Starring: Catherine and Wade



Policy and Roles

- UAPPOL Policy sets out expectations and approach
- Legal duty to accommodate
- Instructor responsibility
 - Power
 - Institutional Knowledge
- Competing rights

The Art of Inclusion

- Tone setting
 - Safety and preparation for class to engage in collegial discussion
- Assumptions
- Cultural Orientation
- Gender Neutrality, Sexuality Assumptions
- Disabilities – Visible and Non



Power Distance Index

These are general – there will be variation due to the diversity within each

- 90+ Philippines
- 80-90 Mexico, Venezuela
- 70-80 India, Former Yugoslavia
- 60-70 Portugal, Hong Kong, France
- 50-60 Pakistan, Japan, Iran, Spain
- 40-50 South Africa, Argentina, Italy
- 30-40 Canada, USA, UK, Germany, Finland, Australia, Switzerland
- 20-30 Ireland, New Zealand
- 10-20 Israel, Denmark, Austria

Tools

- D.I.E.T. - a tool to assist with understanding/respecting difference
- Lenses

Contact

catherine.anley@ualberta.ca 780-492-3020

wade.king@ualberta.ca 780-492-7325