

SOUTHWESTERN UNIVERSITY

FACULTY DEVELOPMENT DIVERSITY AND INCLUSION ON CAMPUS

August 20, 2007

A Workshop Supported by the Associated Colleges of the South

This project received \$2,000 from Associated Colleges of the South's diversity project. All funds were fully expended on honoraria and travel expenses for Drs. Maurianne Adams and Barbara Love. These two presenters are experienced trainers and authorities on pedagogical approaches to the inclusive classroom. Because this half-day seminar took place during the annual, mandatory Fall Faculty Conference, the entire faculty of Southwestern University was able to take part in the training.

The focus of the seminar was on making classrooms inclusive for wide ranges of difference among students. The presentation began with the premise that critical thinking about one's own pedagogy is a difficult proposition. Yet recognizing one's own personal and cultural biases is essential for creating a more inclusive teaching environment. The seminar leaders presented material on the different ways in which people learn and different pedagogical strategies to reach these different kinds of learners. They also talked about the ways in which power dynamics operate in classrooms and the inadvertent messages that are sent by both faculty and fellow students about who is, and who is not, included as an equal member in the classroom.

Lecture presentations were interspersed with small group sessions that included both groups and pairs of faculty members, to reflect upon and consider how each faculty's teaching strategies reflected the material they presented. The workshop allowed time for each faculty member to adopt one goal for themselves for the upcoming year on improving their pedagogy and work as a teacher. Each faculty member thus left with a 'mini-action plan' to move forward in creating a more inclusive classroom.

This workshop was well-received by faculty. A compilation of assessment comments is attached below. We are appreciative of the Associated Colleges of the South and its diversity program for this support.

SESSION ASSESSMENT

Created in response to a follow-up Questionnaire by Participating Faculty

One highlight from today's session

- Getting to know my colleagues and realizing that many of them, contrary to my expectations, share my fears & insecurities & frustrations.
- Talking openly about these issues with my colleagues.
- Hearing about my colleagues experiences that helped them help students with different cultural backgrounds.
- Learning that people from all cultures have the same struggle with diversity modeling the approach > questions > trigger group work > larger group results
- The four types of learning are quite useful.
- Awareness, not just of other people's differences/cultures but awareness of ones own perspective and culture. We are not neutral.
- Every part of who we are, as whole people, deserves to be acknowledged and celebrated!
- Idea that social justice belongs in every classroom.
- Having colleagues respond to each other's challenges.
- The group work with colleagues I admire.
- "Social justice pedagogy" seems to be similar to "how to be an excellent teacher" books and articles.
- Power of listening and self-examination.
- The multicultural life experience profile helped me to realize that we "wear" ideas that can promote injustice and we can choose to take them "off".
- Forced me to think how I manage my classroom.

Something I want to learn more about

- Practical applications of the strategies & ideas we've discussed today.
- How other people in my discipline have approached pedagogy.
- How to make/have African American students (when they are few) feel comfortable when talking about race.
- Dealing with conflict in the classroom.
- How to enable student to take charge of their own education.
- Ways to appeal to different learning styles.
- *A different mirror* - Ronald Takaki.
- How to deal with these issues in a math classroom – stereotype threat.
- Different learning styles and how to address all of them in my courses (though not all at once!) I know about kinesthetic, visual, aural, etc. but not about the styles you presented.
- Ways to incorporate social justice without alienating students.
- Different learning styles
- How to hold discussions that center on the facts, but can incorporate these issues.

One thing I will take away and use

- An increased self-awareness about the implications of my pedagogical process.
- Kolb's learning model.
- Motivation to incorporate social justice issues into classes.
- Vocabulary to express some ideas I've had & an avenue to solidify them.
- The necessity to include a variety of learning experiences that map to more than one learning style.
- Awareness that one tends to use one's own learning style as the preferred pedagogy.
- Renewed commitment to students. Awareness of social justice dimension.
- Match and stretch
- I have a lot to learn!

Issues I'd like to see incorporated in future sessions

- More about how to implement the concepts we talked about today; how to address problems.
- Assessment of campus culture, classroom, community, & world.
- Focus on these things at the departmental level.
- more learning styles for community
- Disabilities of mental health.
- More detail on science course pedagogy.

Feedback to Barbara and Maurianne

- More focused discussion of how to address the problems we've identified would be nice! THANKS FOR A GREAT SEMINAR.
- Thank you for leading us in this learning experience
- You made this very welcoming.
- Great presentation, in content and style!
- Excellent. All teachers should attend this workshop.
- Congratulations on presenting these topics with gentleness, good humor, and acceptance and on creating a safe space for us.
- Great session!!
- Thanks for the enthusiasm, good clear thinking, straight forwardness, acknowledgement of religion. NOTE – I'm less inclined to believe we're socially constructed, but thanks to you're great presentation and genuine concern – I now see this doesn't matter. We're after knowing the other.
- Very thought provoking – left with more questions because the discussions brought up some great ideas that I need to explore further. Great topic of comfort zone & learning edge – is very valuable
- I would love to be able to talk to you long & without time constraints!!!