Diversity and Inclusion In The Curriculum Program

Summer-Fall, 2017

Overview

Creating a more diverse and inclusive campus is the responsibility of all campus community members, including faculty. This program is designed for Cal Poly educators who seek to weave diversity and inclusivity into their educational practices consistent with campus diversity learning objectives (DLOs). The program is intended to contribute to progress on two of Cal Poly’s university-wide diversity imperatives: “enhance [the] campus climate” and “exemplify inclusive excellence in Learn by Doing, scholarship, teaching, and learning.” In this way, the program can help departments and colleges make progress on their inclusivity and diversity goals and to contribute to a more inclusive campus community. The integrated program described below introduces participants to the theory and practice of education for inclusiveness and provides support for applying those insights into course design and students’ learning experiences.

Purpose

The purpose is to strengthen faculty’s expertise at creating educational experiences to enhance diversity and inclusion as critical aspects of student success.

Program Description

This program creates a community of colleagues who collaborate to deepen their knowledge of diversity principles and to expand their repertoire of inclusive teaching practices. It begins in early summer 2017 and continues through Fall Quarter 2017. Those accepted will have the following opportunities to develop insights and skills for supporting students’ development into professionals and citizens who are better prepared to succeed in diverse world. Details are provided at end of document.

- Diversity and Inclusion Summer Institute (four days, June 20-23, 2017).
- Summer 2017 online cohort exchanges and activities to maintain momentum from June institute and to prep for August course redesign workshop.
- Diversity and Inclusion Camp Course Design workshop to apply insights from the Summer Institute to revisions in selected course for Fall Quarter delivery (two days, August 29-30, 2017).
- Two cohort gatherings during Fall Quarter as opportunities to share experiences and insights gained teaching redesigned courses.
- Formative feedback and student assessments for redesigned courses during Fall Quarter from colleagues and students.
- All-cohort breakfast showcase to debrief Fall Quarter experiences and to explore future directions (December 2017).

1 From the Cal Poly Diversity Strategic Framework
**Program Outcomes**

With the support of CTLT, OUDI and participant colleagues throughout the program as well as the experiences in the institute and workshops, participants will gain scholarly and personal insights into diversity and inclusivity as an educator in their discipline and as a member of the campus community. Artifacts that demonstrate that development include:

- A well-informed, polished diversity statement.
- A revised syllabus and course materials for a fall 2017 course.
- An “Inclusive Instruction Technique” description of a method implemented appropriate for the intended discipline. Template and examples will be provided.
- A plan to assess the effectiveness of course elements and related student outcomes.

**Eligibility**

Tenure-line faculty and lecturers are welcome from all disciplines, including those not typically associated with diversity and inclusivity learning goals.

**Applications**

Applications are due Monday, March 27, 2017. All applicants will receive an email notification by Friday, March 31, 2017.

**Selection Criteria**

The goal is for 15-20 participants representing all colleges, including those not typically associated with diversity and inclusivity learning goals. Proposals from all disciplines are welcome! Of special interest are faculty from disciplines not typically associated with inclusion and diversity. The stronger proposals will also:

- Select courses for redesign that are scheduled to be taught in Fall Quarter 2017.
- Select courses for the redesign that are essential to a major (e.g., significant student enrollment, regularly scheduled, required in a program, and/or General Education courses).
- Indicate participants’ commitment to full participation the entire program calendar.

**Stipends**

All participants who successfully complete the program will receive a $1,500 stipend (tax withholding applied) and will be eligible for additional funds to help defray costs for conference presentations related to program work.

**Facilitators**

Kari Mansager (OUDI), Denise Isom (Ethnic Studies) and Patrick O’Sullivan (CTLT).

**Questions**

Contact Patrick O’Sullivan at CTLT (posulliv@calpoly.edu), Kari Mansager at OUDI (kmansage@calpoly.edu), or Denise Isom at OUDI (disom@calpoly.edu).
Program Elements

Summer Institute

June 20-23, 2017 (Tuesday-Friday)
9am to 4pm

This four-day intensive institute will introduce and deepen your understanding of how diversity and inclusivity intersect with education. The institute is a “hands-on/heads-on” model where participants engage in deep learning through immersion in theory, discussion, activities, and course development practices. Objectives are to:

- Examine how and where diversity and inclusivity are relevant to different disciplines with specific emphasis on aligning diversity learning objectives with university learning objectives, college diversity plans, program level objectives, and outside accrediting body requirements.
- Explore how and where diversity and inclusivity principles are pertinent to careers associated with participants’ disciplines and identify possible strategies for infusing appropriate diversity and inclusivity concepts into courses that they regularly teach.
- Develop initial drafts of (1) diversity statements and (2) revised teaching philosophy/statements that incorporates your growing understanding of diversity and inclusivity.
- Create an action plan for course (re)design and implementation for Fall Quarter 2017

Camp Course Design

Aug 28-29, 2017 (Monday - Tuesday)
9am-4pm

This is a two-day intensive course redesign workshop to support your work incorporating your expanded knowledge of diversity and inclusivity in education from the Summer Institute into an integrated course design. In Camp Course Design you will...

- Redesign a selected course to incorporate diversity and inclusivity principles and practices
- Draft an inclusive syllabus that draws on language and theory from the Summer Institute.
- Develop assignments, tools, tasks, and assessments that foster diversity and inclusivity.
- Draft a “inclusive instruction” activity/assignment/pedagogy summary to document at least one of your new techniques.

Ongoing Cohort Support

Fall Quarter

Courses redesigns based on Summer Institute and Camp Course Design experiences will be implemented in the fall quarter. To provide continued support for cohort members:

- Two meetings will be scheduled during fall quarter to provide opportunities for participants to share experiences and insights implementing their specific inclusivity-related course elements. Dates and times to be determined, based on faculty schedules.
- Faculty will be supported in developing and implementing student assessments pertinent to each course’s inclusivity learning goals.
- A final debrief and showcase session will be scheduled at the conclusion of the quarter.