

Toward a More Inclusive Syllabus

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Why have a diverse syllabus?

- Reflect the population of students, community, and scholars
- Prepare students for diverse home and work environments, including diversity of ideas
- Expand your own thinking within your discipline
- Welcome diverse students into your scholarly community

What do you mean by diversity?

- Of course, people of color
- Also, people who do not identify as cis-straight (so, GLBTTQIA)
- Different genders
- Disabled people
- Cognitively diverse (those on the autism spectrum, for instance)
- Ethnicity
- Global
- When applicable, religious
- You don't need to collect them all. This ain't Pokémon.

There is no diversity in my field!

- If there aren't any publications by diverse writers, you have to get creative:
 - Do or did you have a friend in grad school who wrote a great paper?
Or
 - Can you contact your grad school to see if there are any students or alums now who are willing to share research?
 - Is there an unpublished paper delivered at a conference by a woman or person of color?
- The writers don't always have to be diverse
 - Are there alternative or diverse ideas?
 - Are there scholars who cover diverse people?

Allow room

- Consider being a little flexible, even including a TBA day or two to discuss relevant current events in your field or in the news that speak to your class
- Allow time to discuss

Beyond the syllabus

- If you use images of people in slides during lectures, are they homogenous or do they reflect the greater American society?
- If you use cultural examples, broaden your cultural horizons.

Finally, allow for real inclusion

- Don't be afraid to talk about difference
- Encourage diversity within groups for groupwork (don't put people together simply because they look alike) or assume people of the same background think alike
- Just because you have someone who is not of the mainstream background does not make your class diverse. Include their difference in the discussion, but be respectful.
- Always consider exchange, not appropriation. Appropriation is when one borrows ideas from another culture without giving credit, asking permission, or showing respect. Exchange is when you ask permission, cite that culture, show respect, and include it in the greater conversation.