

Incorporating Diversity, Equity, and Inclusion Throughout the K-12 Learning Environment

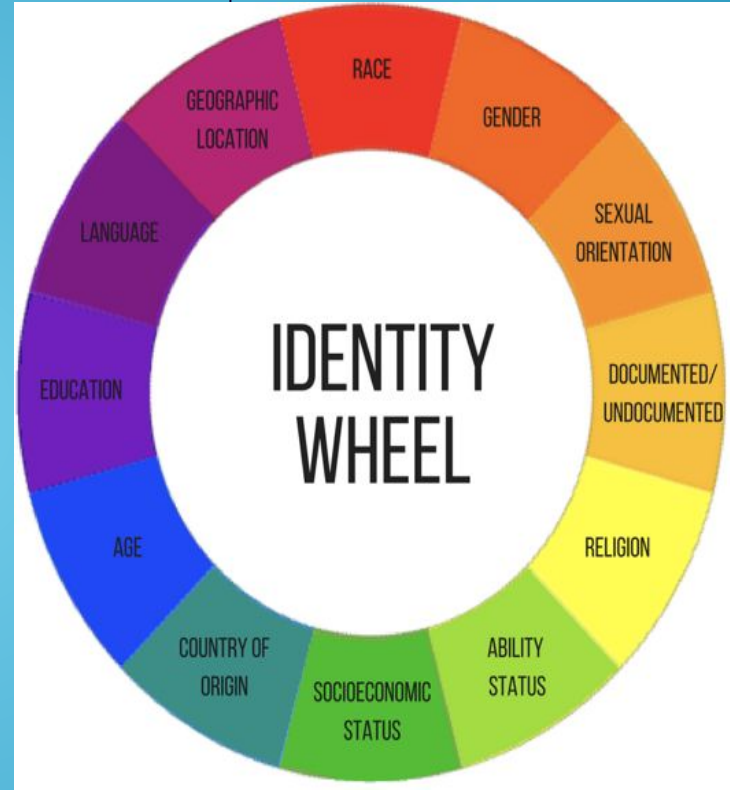
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Identity Wheel Activity

What identities, values and beliefs do we bring into the classroom each day?



Destination Diversity

Assessment of Self, Students, and Curriculum

SELF

- What do I know about culture?
- What is my culture?
- What do I believe in?
- Do I acknowledge and accept my beliefs? What privilege do I have?

STUDENTS

- What is their culture?
- Who do they live with?
- Where do they live?
- What is their socioeconomic status?
- Who is part of their family?

CURRICULUM

- Is my content taught in a cultural context?
- Do the books in my classroom represent all cultures in both the text and the images? Do the textbooks and materials reflect multiple points of view?
- Are diverse names and objects used in stories, examples, and story problems?

✦ Diversity in the classroom builds critical thinkers



Rudine Sims Bishop uses "Mirrors, Windows, and Sliding Glass Doors" as an analogy to discuss the importance of diversity in books and the authors who write them



What do you know and understand about the culture in your classroom?

Focus on one class: Think about their varied interests, where they are from, and what they've been through.

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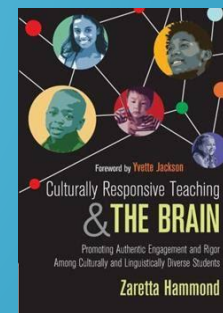
IT'S ONLY THE TIP OF THE ICEBERG...

Culture, defined by **Jacqueline Jordan Irvine and Geneva Gay**, is a combination of a person's world views, beliefs, language, and values... those filters that help us as human beings make sense out of the most ordinary things.

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In a nutshell, culturally responsive teaching is about helping culturally and linguistically diverse students who have been marginalized in schools build their skill and capacity to do rigorous work. The focus isn't on motivation but on improving their brainpower and information processing skills.

Zaretta Hammond



DISTINCTIONS OF EQUITY

It is important to distinguish between three key areas when engaged in equity work. We often confuse their particular purposes. As a result, we use them interchangeably when they are not. Below is a simple chart to help you understand the distinctions between them. Remember, it is NOT a continuum. You cannot begin with multicultural education and believe it will lead to culturally responsive instruction. Why? CRT is focused on the cognitive development of under-served students. Multicultural and social justice education have more of a social supporting role.

MULTICULTURAL EDUCATION	SOCIAL JUSTICE EDUCATION	CULTURALLY RESPONSIVE EDUCATION
Focuses on celebrating diversity.	Focuses on exposing the social political context that students experience.	Focuses on improving the learning capacity of diverse students who have been marginalized educationally.
Centers around creating positive social interactions across difference. Diversity and inclusion efforts live here.	Centers around raising students' consciousness about inequity in everyday social, environmental, economic, and political situations. Anti-racist efforts live here.	Centers around the affective & cognitive aspects of teaching and learning. Efforts to accelerate learning live here.
Concerns itself with exposing privileged students to multiple perspectives, and other cultures. For students of color, the focus is on seeing themselves reflected in the curriculum. Social Harmony	Concerns itself with creating a lens to recognize and interrupt inequitable patterns and practices in society. Critical Consciousness	Concerns itself with building cognitive capacity and academic mindset by pushing back on dominant narratives about people of color. Independent Learning for Agency



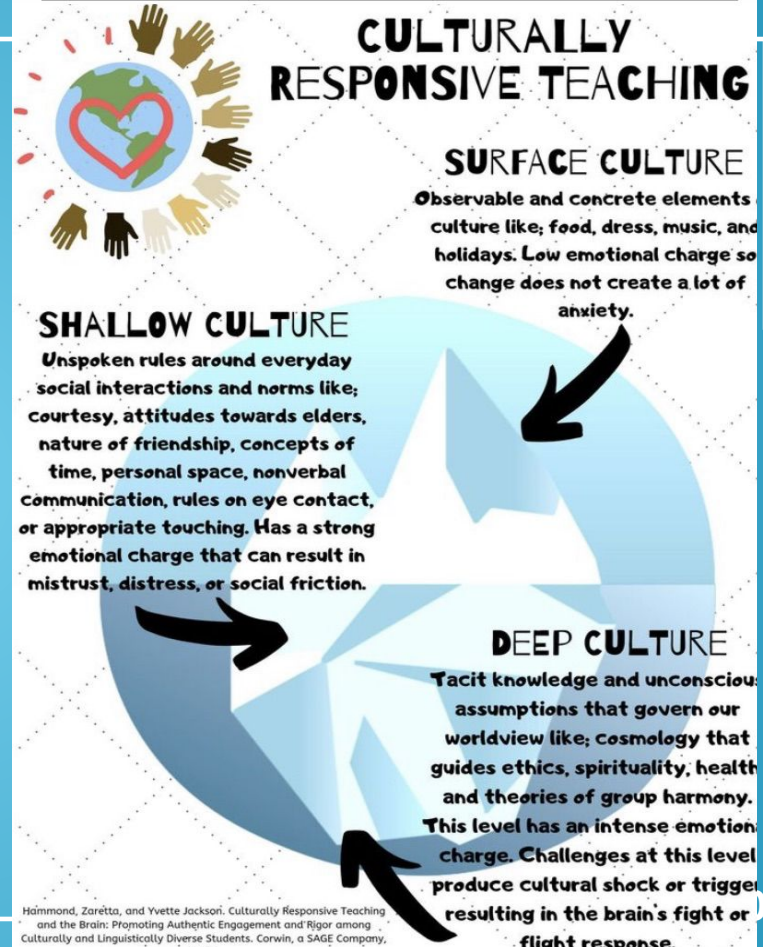
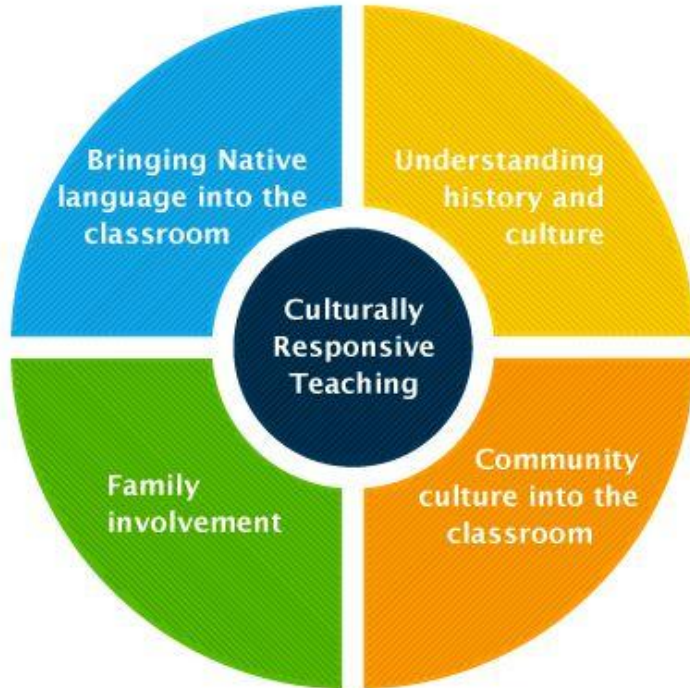


Culturally Relevant Teaching



Education experts **Jackie Jordan Irvine, Geneva Gay and Kris Gutierrez** explain how to make culturally relevant pedagogy a reality in your classroom.

Culturally Responsive Teaching



3 TIPS TO MAKE ANY LESSON MORE CULTURALLY RESPONSIVE

Culturally responsive teaching is less about using racial pride as a motivator and more about mimicking students' cultural learning styles and tools.

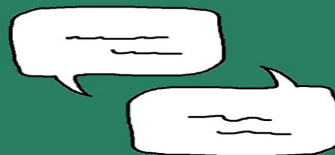


1. Gamify it.

Most games employ a lot of the cultural tools you'd find in oral traditions – repetition, solving a puzzle, making connections between things that don't seem to be related.

2. Make it social.

Organizing learning so that students rely on each other will build on diverse students' communal orientation.



3. Storify It.

Diverse students (and all students) learn content more effectively if they can create a coherent narrative about the topic or process presented.

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Culturally Responsive Teaching is about building the learning capacity of the individual student.

There is a focus on leveraging the affective and the cognitive scaffolding that students bring with them.

Zaretta Hammond

Implementation Strategies in the Classroom (Examples)

ENCOURAGE EXPRESSION & CREATIVITY

- Writing assignments focused on blending the information students are learning with their own lives, beliefs, and views on the world
- Art projects using cultural art methods or integrating their life into art

• EMBED THE STUDENTS WITHIN THE CLASSROOM

- Posters & flyers for cultural events
- Student artwork or artwork from traditional cultural icons
- Books students can relate to
- Information from various viewpoints
- Alternate opportunities to assess learning

Implementation Strategies in the Classroom (Examples)

FOSTER A WELCOMING & ACCEPTING ENVIRONMENT

- Classroom rules created as a community
- Welcoming behavior
- Preferred pronouns
- Explanation and practice of acceptance

CREATE A HOME-TO-SCHOOL CONNECTION

- Approachability
- Authentic caring
- Accessibility
- Knowledge of students and their struggles
- Opportunities to share culture, beliefs, and traditions