



GEORGETOWN UNIVERSITY
School of Continuing Studies

Redesigning for Diversity, Equity, and Inclusion

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Goals

1. Describe the construction of frameworks illustrating the relationship between institutional values and DEI in order to advance buy-in among faculty and staff.
2. Discuss strategies to redesign curriculum administrative processes to systematically encourage reflection on and the integration of inclusive design in online management processes and instructional design.
3. Discuss preliminary pilot results, challenges, and lessons learned.



BACKGROUND

Circa: 2015 - 2016

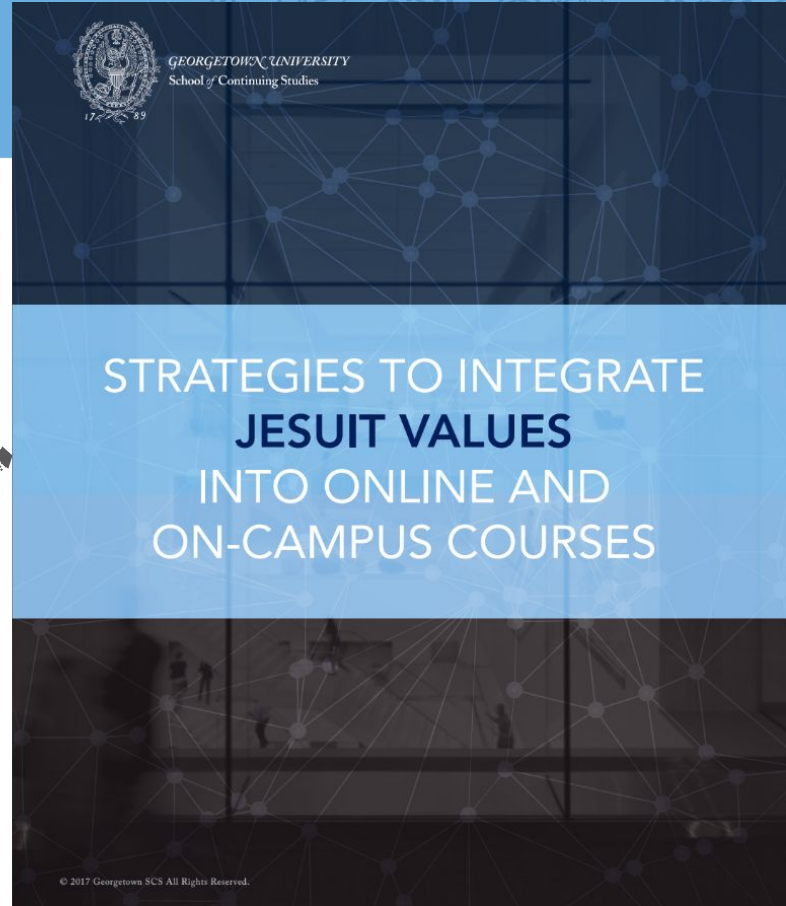
cura personalis

educating the whole person

community in diversity

people for others

interreligious understanding



DIFFERENTIATE ONLINE PROGRAM QUALITY → UNIVERSITY VALUES

Circa: 2015 - 2016

Academic Excellence



The faculty demonstrates high-quality teaching through the implementation of the Community of Inquiry model. Further, the faculty integrates high-quality research and practitioner knowledge throughout the course.

EXAMPLES OF HOW TO INTEGRATE ACADEMIC EXCELLENCE INTO THE CURRICULUM

- Faculty adheres to the tenets of the CoI (Community of Inquiry).
- Faculty actively post thoughtful written responses to the Discussion Boards and video comments to VoiceThreads that encourage students to think critically and engage in additional discussions.
- Using videos, email, Discussion Boards and VoiceThreads, the faculty share relevant practical and professional experiences with students.
- Invite leaders in the field to serve as guest lecturers (asynchronous and synchronous) to discuss how they remain at the top of their field.
- Ensure that required reading lists include current and relevant research articles.
- When appropriate, integrate high-quality and relevant software and open educational resources into the course.
- Invite students to participate in a synchronous session via Zoom to discuss current events or topics of interest to students.
- Create graphics and videos to help learners organize, interpret, and connect new information prior learning.
- Integrate video lectures that provide a historical context of the matter being studied.

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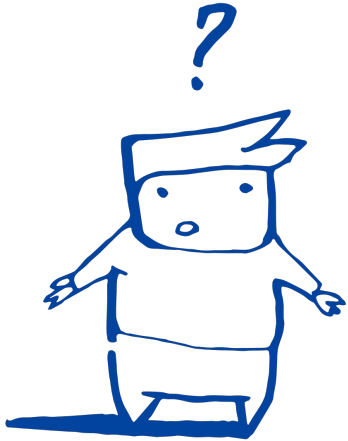
MPHR 818 - STRATEGIC PLANNING & HR STRATEGY



This course establishes a community of practice and inquiry by engaging students through thoughtfully developed discussion & VoiceThread activities in each instructional module. Students rely on peer reviews and feedback in order to improve their application of new skills and concepts throughout the course. (Course currently in development, screenshot not available.)

INTEGRATE TOOL IN ONLINE DEVELOPMENT → SCALE BUY-IN, CULTURAL CHANGE

Audience Question re: Values and Online



To what extent have you engaged in similar efforts?

Circa 2020: University Cultural Climate Survey

Spring 2020 University Cultural Climate Survey

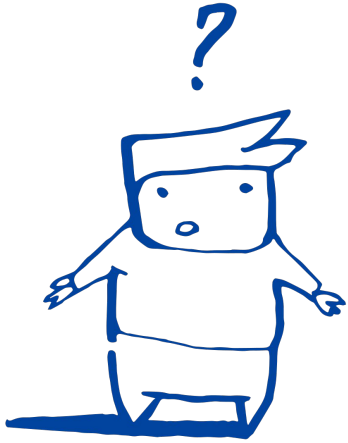
- Degree-seeking students
- Adapted from National Institute for Transformation & Equity questionnaire
- Indicators associated with sense of belonging, bias, prejudice, discrimination, accessibility, classroom environment, and University resources and responsiveness

Key Takeaways - Cultural Climate Survey

Areas for Improvement (sometimes, rarely, never)

- **76%** Focused classroom conversations on inequality.
- **67%** Explicitly talked about the importance of diversity in the classroom.
- **55%** Offered assignments that allowed me to relate the task to my (own) cultural communities.
- **53%** Included required readings from authors who represent diverse communities in the syllabus.

Audience Question re: Cultural Climate Survey

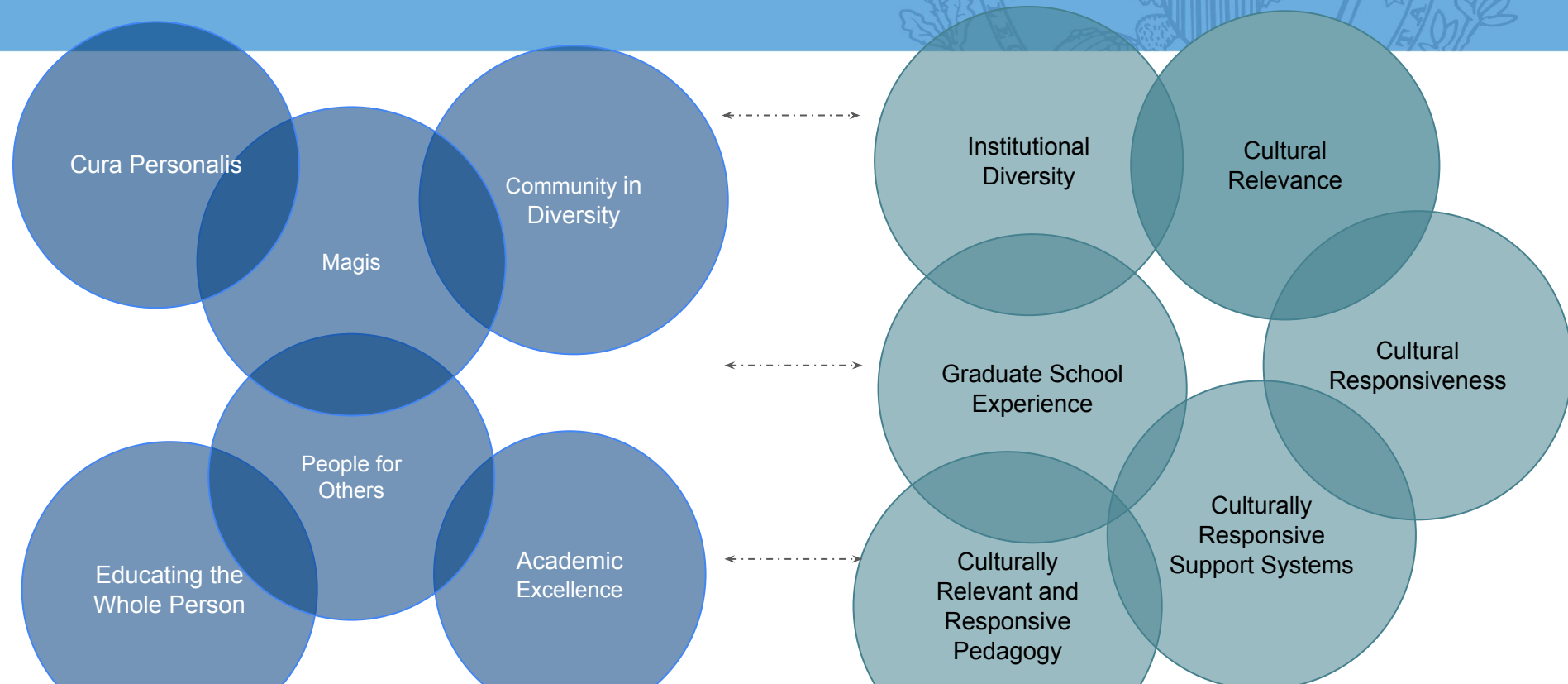


To what extent has your organization engaged in assessing the cultural climate?



CREATING A FRAMEWORK FOR BUY-IN: 3 Things

Inspiration: Jesuit Values vs. Cultural Climate

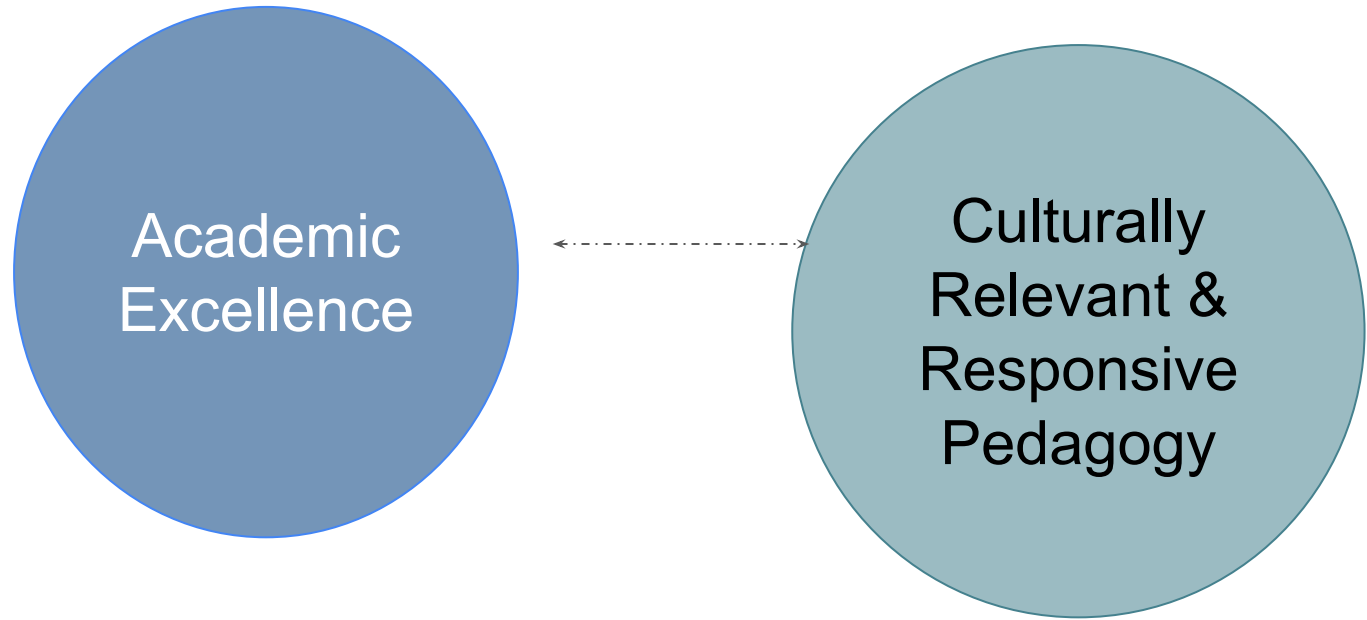


1ST → EXAMINE CONSTRUCTS, OBSERVED OVERLAPS

Example 1: Jesuit Values vs. Cultural Climate



Inspiration: Jesuit Values vs. Cultural Climate



Jesuit Values Cultural Climate Alignment

	Institutional Diversity	Culturally Responsive Response Systems	Culturally Relevant Responsive Pedagogy	Engagement with Diversity
Academic Excellence			Instructors at Georgetown are effective at creating classrooms in which all values are equally shared	Faculty at Georgetown are skilled at facilitating conversations about inequality.
Community in Diversity	Georgetown is committed to fostering an inclusive environment.			
Cura Personalis		People in my graduate school often send me important information about new learning opportunities.		

2ND → THOUGHT EXERCISE

World-wide Tour for Feedback | Buy-in

Dean's Cabinet

SCS Faculty

Jesuit Values
Committee

University Curriculum
Transformation
Committee - Racial
Justice

Diversity, Equity,
Belonging, Inclusion
Committee

HR

Academic Affairs

University Office of
Assessment and
Decision Support

Events

Jesuit Values
Committee

Online

University Chief
Diversity Officer

3RD → REDUCE RESISTANCE → TEST CONCEPTUAL ALIGNMENT

Covert Argument



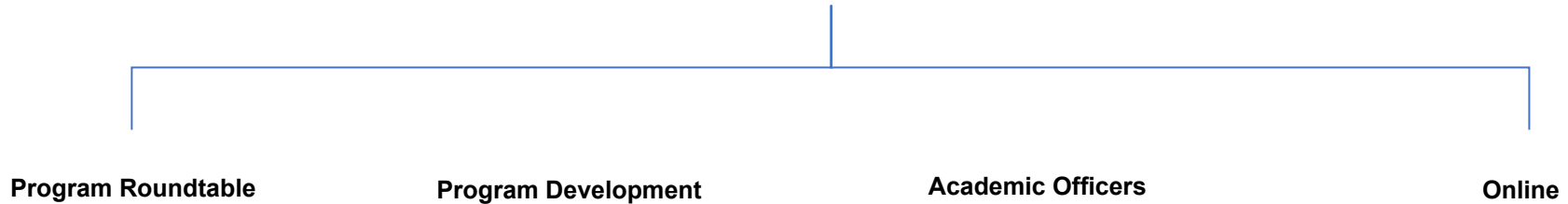
If we are not focused on advancing cultural inclusion in our work, are we living up to our university values?



3 STRATEGIES TO REDESIGN CURRICULUM ADMINISTRATOR PROCESSES

Strategy #1: Requested Pilot Participants

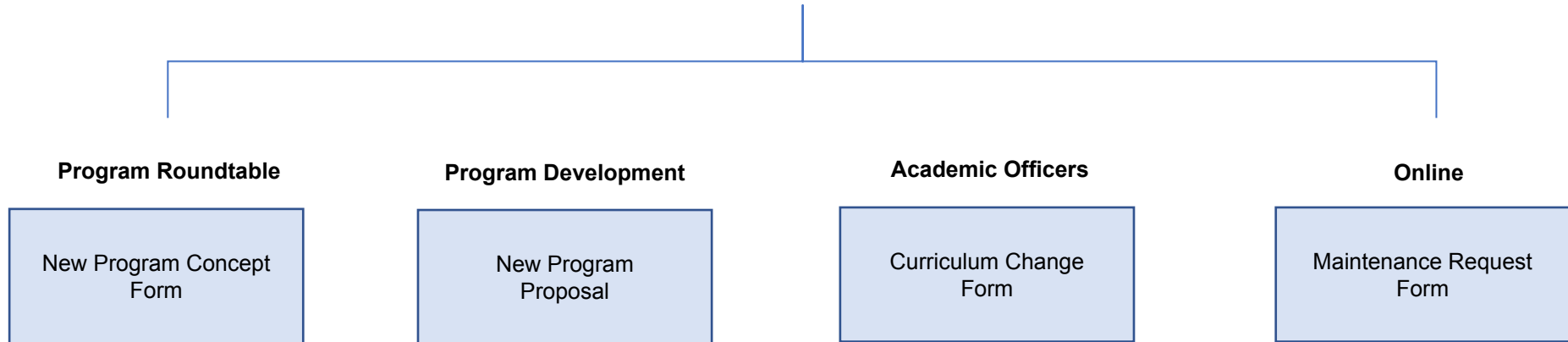
Curriculum Oversight Processes



1ST → TEST ALIGNED APPROACH THROUGH PILOTING PROCESS CHANGES

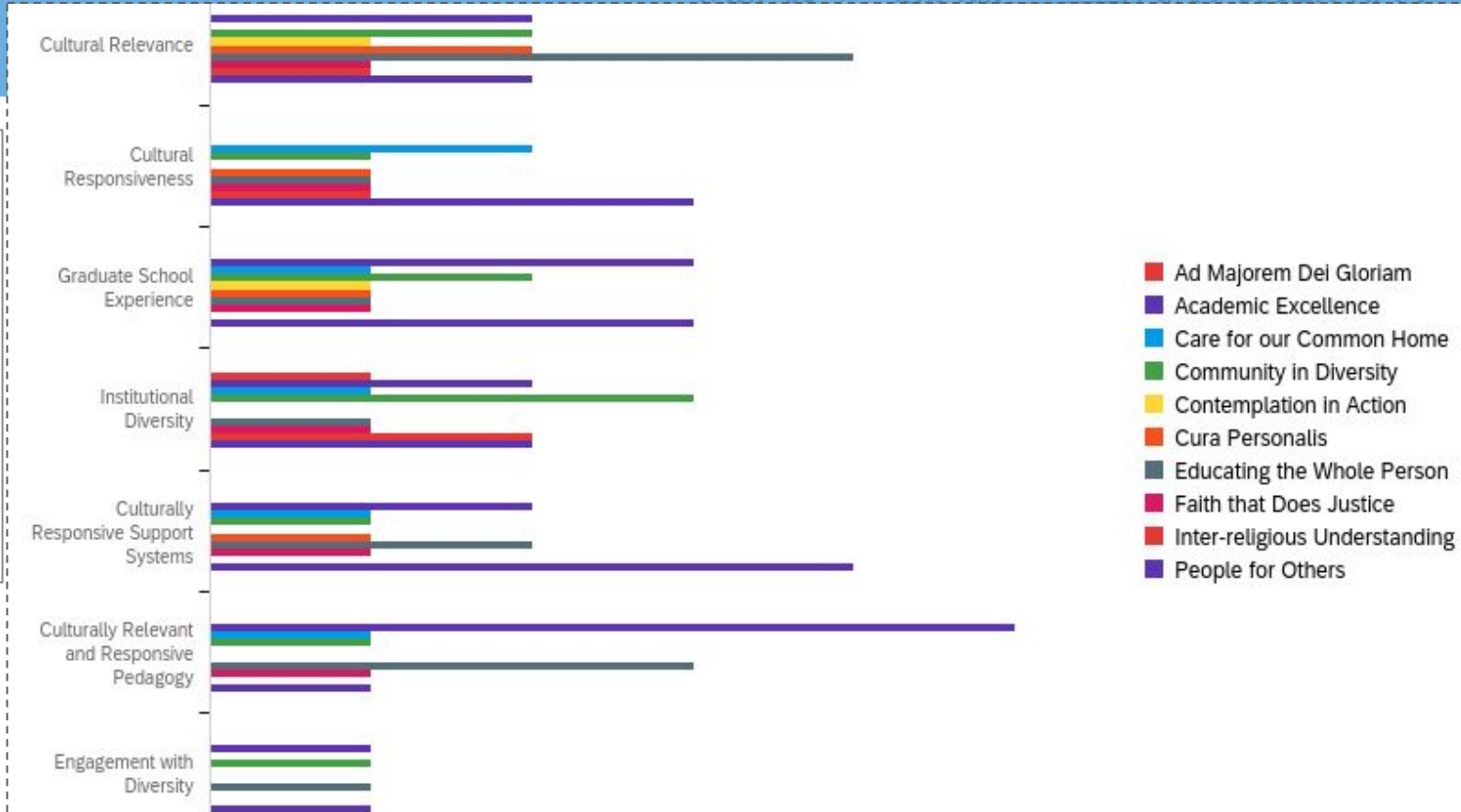
Strategy #2: Identified Forms & Processes

Curriculum Oversight Processes



Strategy #3: Designed Survey Instrument for Reflection

Q5 - Given the processes/request forms you listed above, select the options that best represent the relationship between Jesuit values and the Cultural Climate Indicators.





PRELIMINARY RESULTS, CHALLENGES, LESSONS

Pilot Outcome #1: *Revised Processes | Forms*

The screenshot shows a web interface for a 'Maintenance Request' form. The header includes a purple menu icon, the title 'Maintenance Request', and icons for a plus sign and a star. On the right, there are icons for chat, view, undo, redo, a 'Send' button, and a user profile. Below the header, there are tabs for 'Questions', 'Responses' (with a '201' badge), and 'Settings'. The main area contains three question cards, each with a 'Long answer text' input field. The first question is marked with a red asterisk. To the right of the questions is a vertical toolbar with icons for adding, deleting, text formatting, image insertion, video insertion, and a list view. Three blue arrows labeled 'new question' point to the right side of the first, second, and third question cards, indicating where new questions can be added.

Maintenance Request

Questions Responses 201 Settings

What evidence supports the request for changes (i.e. student course evaluation data, faculty feedback, student performance)? Please write or attach any evidence that supports this request. *

Long answer text

How does the course currently integrate Diversity, Equity, and Inclusion (DEI)?

Long answer text

How does the course currently integrate Jesuit Values?

Long answer text

Would you like to learn how to integrate DEI and Jesuit Values into your courses? *

☐ Yes.

REFLECT → INVITE → SUPPORT

Pilot Outcome #2...*Synthesizing Inclusion Constructs*

<u>Jesuit Values</u>	AD MAJOREM DEI GLORIAM	CONTEMPLATION IN ACTION	ACADEMIC EXCELLENCE	EDUCATING THE WHOLE PERSON	CURA PERSONALIS	FAITH THAT DOES JUSTICE	PEOPLE FOR OTHERS
	The faculty and the course help students discern and choose what is better in work and the world.	The faculty and the course invite students to reflect deeply and personally on the content.	The faculty demonstrates high-quality teaching through the implementation of the Community of Inquiry model. The faculty integrates high-quality research and practice in the	Create space within the course that attends to students' body, mind, and spirit.	The faculty fosters a caring and individually tailored relationship with students.	The course integrates content that addresses the social realities of oppression, poverty, and injustice.	The course encourages and invites students to deepen their concern for the needs of the most vulnerable, using the context of the academic content.

	Cultural Responsiveness	Graduate School Experience	Cultural and Responsive Pedagogy	JESUIT VALUES	Ad Majorem Dei Gloriam	Contemplation in Action	Academic Excellence	Educating the Whole Person	Cura Personalis	Faith That Does Justice	People for Others	Community in Diversity	Interreligious Understanding	Care for Our Common Home
<u>Cultural Climate</u>	Campus environments respond to the needs of diverse students and provide the support for students to thrive.	Student experiences of belongingness, difficulties, changes in abilities, and commitments compared to when they first entered current graduate school, and satisfaction with their current graduate school at Georgetown.	The ex faculty culture respons their c											
				CULTURAL CLIMATE										
				Cultural Relevance						✓				✓
				Cultural Responsiveness	✓								✓	
				Culturally Relevant and Responsive Pedagogy			✓							✓
				Culturally Responsive Support Systems				✓	✓					
				Engagement with Diversity								✓		
Inclusive Pedagogy	Content	Assessment	Assessment	Graduate School Experience		✓					✓			
	Reflect diverse voices in the industry	Allow for different aptitudes to be showcased	Allow for aptitudes to be showcased	Institutional Diversity								✓		
	Communicate expectations and values	Use formative assessments to allow	Use for assess	INCLUSIVE PEDAGOGY										
				Assessment		✓	✓							
				Climate				✓		✓	✓		✓	
				Content	✓							✓		✓
				Pedagogy		✓	✓							✓
				Power					✓	✓				

Lessons, Next Steps, Suggestions



Lessons

- Pilotee and process diversification
- Important for community to have conceptual understanding of values
- Design the JV/CCI/IP tool before revising questions
- Redesign survey instrument to collect qualitative and quantitative feedback

Next Steps

- Finalize JV/CCI/IP tool
- Define pre/post data collection strategy
- Run pilot through summer
- Beginning fall, analyze data

Questions and Thank you!

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Evaluate Sessions and Win!

- Navigate to specific session to evaluate
- Select “Evaluate Session” on session details screen
 - Complete session evaluation*



*Each session evaluation completed (limited to one per person per session) = one contest entry. **Five (5) \$25 gift cards** will be awarded.