

Beyond Diversity Philosophy: An Introduction

OFFICE OF GENERAL EDUCATION

BLACK HISTORY MONTH WEBINAR SERIES

FEBRUARY 29, 2024

Grounding

- Grow and Go from the space that you are in.
- You will not be an expert after this presentation.
- This work is messy!

Webinar Replay



Missed a webinar? No worries! Catch the replay.

ge.arizona.edu

- Overview of the History of Black Education
- What Black Students Wished Educators Knew- Alumni Edition
- Culturally Relevant Frameworks for Black Student Wellbeing

Celebrating Black history means learning Black history!

Defining Diversity



di·ver·si·ty

/dəˈvɜrsədē,dɪˈvɜrsədē/

noun

noun: **diversity**

1. the state of being diverse; variety.

"there was considerable diversity in the style of the reports"

- a range of different things.

plural noun: **diversities**

"newspapers were obliged to allow a diversity of views to be printed"

Similar:

variety

miscellany

assortment

mixture

mix

melange

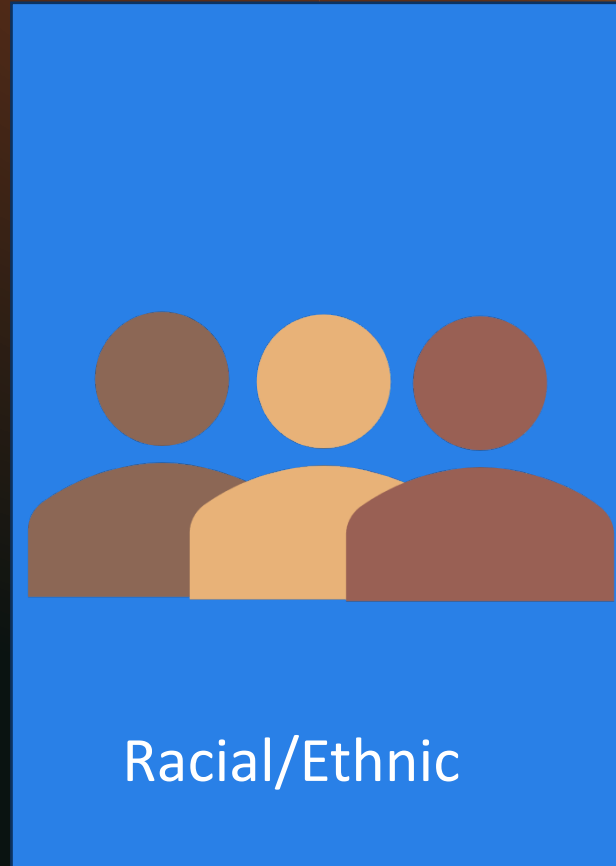
range



2. the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

"equality and diversity should be supported for their own sake"

Conceptualizing Diversity



Some Date In The Future

FRIENDS & LOVES

Dinner



123 Anywhere St.,
Any City, ST 12345

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+123-456-7890

How can we move beyond
basic conceptions of
representational
diversity?

Basic Understandings of DEI

Diversity →

How much
difference/
variety?

Inclusion →

Who has
access?

Equity →

Who all
needs what?

Justice →

How can we
disrupt cycles
and restore?

Beyond Diversity Philosophy

A commitment to going beyond surface level depictions, checklists, and definitions of difference to engage in perspective-taking toward the goal of understanding , thinking, doing, and knowing in every action and practice. This facilitates engagement in deep understanding and knowledge building, helps us to better prepare global citizens ready to act for the improvement of all mankind, and ultimately makes us better human beings.

When Implemented completely, the individual will:

- Examine self by asking hard questions
- Engage in perspective taking
- Apply it to every aspect of their lives
- Understand that this is a lifetime commitment

What Does The Beyond Diversity Philosophy Require?



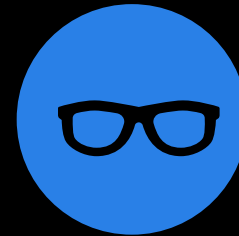
PARADIGM SHIFT



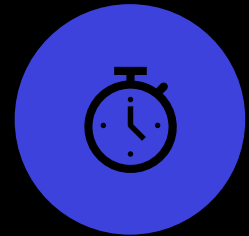
INTENTIONAL
DECISION
MAKING



WORK



CONSISTENCY
OF APPLICATION



SUSTAINED
ENGAGEMENT
OVER TIME

Examples in Other Spaces

In developing learning exercises, we examine how the practice may exclude, decenter, or privilege certain knowledge systems or communities and the message that may or may not send to learners, both negative or positive.

Classroom

In auditing our services provided, we examine how our practices, policies, or procedures may have unintentional consequences and present barriers vs preventing barriers.

Services

In creating and crafting support program, we engage the voice of the communities that we are wanting to support to both understand and meet the needs of those we are wanting to offer support.

Support

These actions are not a one time occurrence. This happens every single time we engage in action!

Beyond Diversity Operationalized in Gen Ed

- Allowing those population to speak for themselves
- Knowledge about the community/population comes from the community/population
- *Learning From vs Studying About*
- From marginality to centrality
- Moving beyond emphasizing difference and looking at systems and structures that created the difference inclusive of power, oppression and history.

Beyond Diversity in Health Sciences

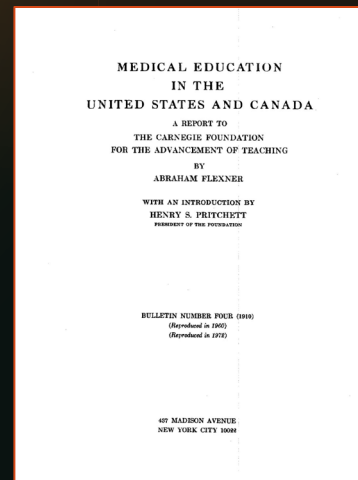
There are only 48,248 (5.7%) active physicians (across all Specialties) that identify as Black/African-American.



Black/African American students are more likely to drop out of STEM/ Pre-Med studies than any other racial group (NSF, 2023).



WHY?



The Flexner Report had the effect of closing down Med Schools that specifically targeted Black/Af. Amer. students, increased tuition costs, and creating exclusionary practices for admissions resulting in a generational loss of 35k-55k Black/Af. Amer. practicing physicians over a century.

Revisiting our Dinner Party

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- How could we have gone beyond diversity? Beyond inclusion?
- What could we have considered before the event?
- How could this process be applied to all of our thinking, knowing, doing?

Keep Learning With Us



HIP TIPS w/ Audrey Tocco
ge.arizona.edu/hip-tips



Consultation Hours w/ GE
Instructional Support Team
calendly.com/geofficehours



Beyond Diversity Podcast w/
Treyia Allen
Season 2 coming 3/4/24
ge.arizona.edu/beyond-diversity

Touch Stones

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BHM Challenge

Implement this philosophy in **ONE** aspect of your work.

- Ask how a practice, policy, procedure can move beyond diversity.
- Evaluate who is missing from the conversation
- Start with the beyond diversity philosophy from the outset of a practice.

As you make connections, evaluate and share your progress within community. Put it into action!

Contact Us

Office of General Education

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