

# Diversity, Equity, and Inclusion Discussion and Reflection

Josh Franco, Ph.D.

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Teaching Dialogues

# About Me



Josh Franco, Ph.D.

I go by “Dr. Franco” or  
“Professor Franco”



Earned AA degrees in economics and political science  
from Cerritos College



Earned BA in public policy from UC Merced



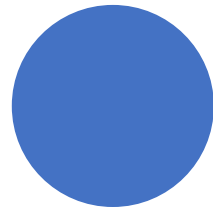
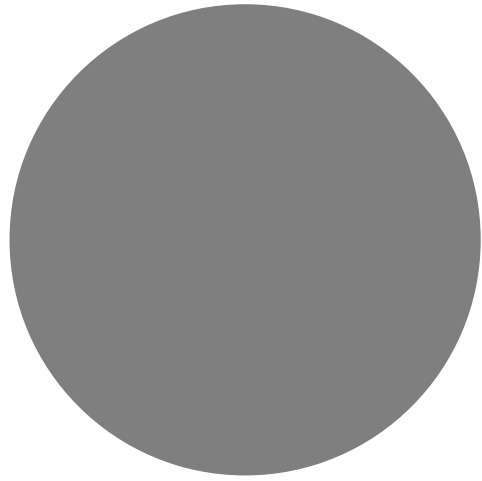
Earned MA and PhD in political science from UC  
Merced



Worked in California State Capitol and U.S. Congress  
for five years



Visit my website: <http://www.joshfranco.com/>



**“With you every step  
of the way”**

The motto of the  
Political Science  
program at Cuyamaca  
College

# What Introductory Courses I Facilitate



Political Science



US Government and  
Politics



Comparative  
Government and  
Politics



International  
Relations

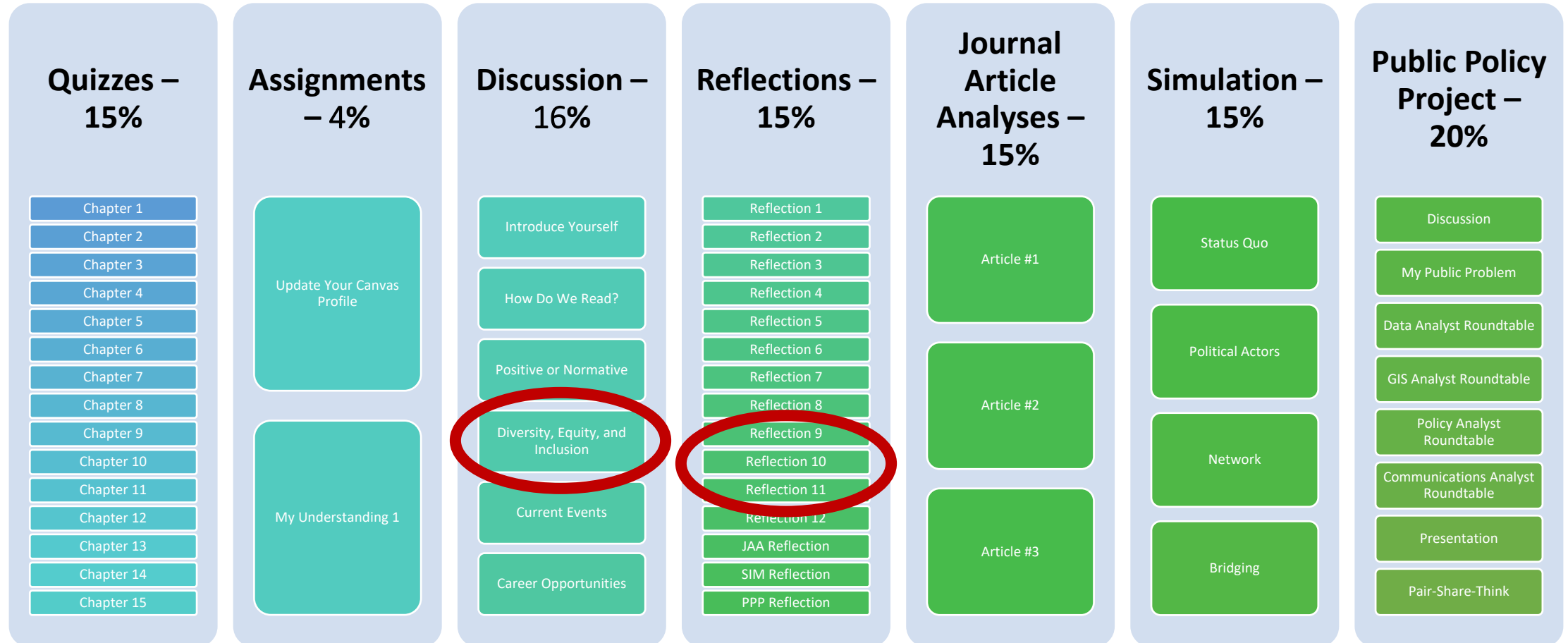


California  
Governments and  
Politics



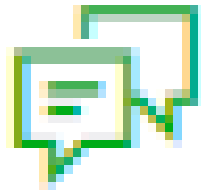
Political Science  
Research Methods

# Overall Organization of My Courses



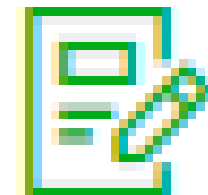
## Discussion: Diversity, Equity, and Inclusion

- “Diversity, Equity, and Inclusion” is a Discussion assessment that encourages students to critically discuss the chapter from a diversity, equity, and/or inclusion perspective.



## Assignment: Weekly Reflection

- “My Reflection” is an Assignment assessment that gives you the opportunity to share with me, your professor, your thoughts about the week. No other student will read your reflection.





# Discussion: Diversity, Equity, and Inclusion

## Discussion Prompt

- Diversity, equity, and inclusion (DEI) is growing movement in education, public, private sectors to: embrace the diversity of peoples and cultures; make a concerted effort to reduce and eliminate equity gaps between genders, races, ethnicities, classes, and differently abled individuals and communities; and practice inclusivity by purposefully including people who might otherwise be excluded or marginalized.
- Another way of thinking about the distinctions between diversity, inclusion, and equity is to think of our community college campus. Community colleges, by definition, are open access institutions. Everyone is invited to attend (diversity), all who attend should be invited to succeed (inclusion), and each person should be uniquely supported so they can succeed (equity).



# Discussion Instructions

## Post

- In 5 sentences, evaluate the chapter from a diversity, equity, or inclusion perspective. You are welcomed to evaluate the chapter from two, or all three, of the perspectives as well.

## Reply #1

- Please reply, in 5 or more sentences, to a peer:
  - identifying which perspective, they used;
  - validating your peers' selection of perspective; and
  - expanding on their perspective with your own thoughts.

## Example of Discussion Post

- *As the chapter mentions, it is easy for us to look back and find ways that the US has been unequal. However, we can see now how the US has changed and developed.*
- *Before as most people know, the US had people separate and segregated. We can see now how people are welcomed to be wherever with really no rules.*
- *People of all colores can go into the same restaurant with no problem. People who had mental illnesses also were treated very poorly, they were sterilized and were shut out of society.*
- *Now, I think there is still some issues with how society treats and views the mentally ill, but society is able to interact with them, like for example, people who have a mental illness are able to go to the same school as other.*

## Example of Discussion Reply

- *You used inclusion and equity perspectives. I agree with you that the United States has positively changed regarding racism and segregation and that this can be seen from both perspectives.*
- *By law, people of color are now able to attend schools with white students, even though their attendance and the graduation rates are still lower than those of white students.*
- *In addition to your evaluation, I think it is also important to mention the inclusion of women in schools, especially colleges, and even the US government.*
- *For example, over the past few decades, there has been an increase in the number of women in Congress.*



# Assignment: Reflection

# Reflection Prompt

- The utility of reflections is that you have an opportunity to evaluate your experience for the week.
- Often, we are caught up in the day-to-day and forget to purposefully reminisce about our recent experiences.
- For example, I have a son, his name is Ethan. Once my wife returned to a full-time position after her family leave ended, I took on the primary caregiver responsibilities. There were times I stressed out and moments I broke down because caring for a newborn is not easy.
- In the moment, it difficult to recognize the experience we are living. But, reflecting on it, I can now see the richness of the experience. Being able to teach my son numbers, or watching him take his first steps, or having him learn a new word was very rewarding.
- This is a long way of saying that with each passing week in the class --- while it can be stressful you have to stay up to finish an assessment or a struggle to get to our class because of transportation woes --- you are accomplishing a goal.

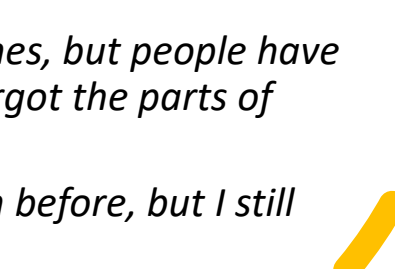
# Reflection Instructions

- Please write at least 6 sentences reflecting on the week.
- Sentence #1: Your 1st Sentence should be a question. Examples of questions include:
  - What did you find most interesting about the reading or lecture? Why did you find this the most interesting?
  - What did you find most relevant to your daily life about the reading or lecture? Why did you find this the most relevant?
  - What image, table, or graphic in the reading or lecture did you find most interesting?
  - You are welcome to ask and answer your own question.
- Sentence #2-6: Sentences 2 through 6 should be your response to the question you posed in sentence #1.

# Example of Reflection

- *What is something that you learned from this chapter that is connected to what the homework assignment was?*
  - *I had not thought about how it is true that there is diversity in our government.*
  - *I realized that there was women and people of color or other people but I just had not put it into perspective how it has come a long way.*
  - *By this I mean that yea maybe still women get talked down upon when we are doing more work than men but for them to be working in government must be a hard job for them and they might have had to work twice as hard as how men worked to get where they are now.*
  - *How much history there is for women to be working in government. It is something to be proud of and that there is now an opportunity for women to be something big too and we don't have to stay in the shadows behind men.*
  - *It helped to recognize that with the discussion that we had this week.*

# Example of Reflection

- *What is the importance of congressmen and senates? And their main jobs?*
    - *To find out more about the purpose of the congressmen and all they have to do to get into the position was more interesting than seeing how candidates for presence are elected.*
    - *Like I knew before that congressman were the people that approve bills and laws and mainly, they are the brain of the political system. But what I found more interesting about this week was the idea to apply the discussion in the chapter.*
    - *I agree with the fact that is congressmen and overall political systems are more diverse than before. Race and gender are not a problem anymore, but I can see how this fact can affect a person ranking went running for most political positions.*
    - *I like to argue about the fact that even if our systems are more diverse, I can still see the lack of equity and inclusion.*
    - *Some equity and inclusion can be seen in current times, but people have always focused more on diversity and sometimes forgot the parts of equity and inclusion.*
    - *Overall, I still think our political system is better than before, but I still require some increase in areas with time.*
- 



# Summary



How are these assessments equity-minded?

Discussion centered on diversity, equity, and inclusion



How do these assessments help students?

Provide opportunity for critical examination of course content  
Provide opportunity for dialogue between students



How do these assessments improve outcomes?

TBD



How can I facilitate this Discussion in my own classes?

[Download from Canvas Commons](#)



Will this work in other disciplines?

I believe it can

# Statistics for 1 of 5 courses

## **Discussion**

- 25 of 32 students participated

## **Reflection**

- 25 of 32 students submitted
- 4 discussed diversity, equity, or inclusion in their reflection