



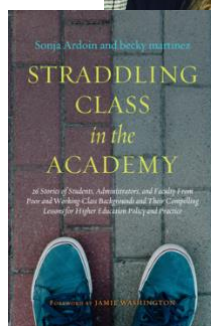
OCTOBER | 2022

Monthly Newsletter

As part of its Inclusive Excellence plans, the College of Education will be publishing a monthly electronic newsletter to help members of our community stay informed of equity and inclusion happenings and engaged with DEI resources as they become available. In this inaugural issue, we are pleased to announce that the fall 2022 [progress update](#) on the CoE's implementation of the Inclusive Excellence Strategic Plan is now available on our Inclusive Excellence website!

Spotlight on DEI Research

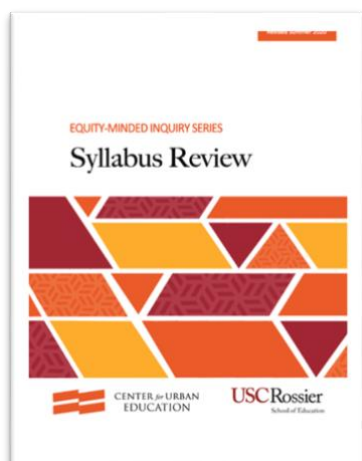
Dr. Sonja Ardoin, Associate Professor of Higher Education and Student Affairs at Clemson University will be delivering the keynote address at the Annual Conference of the Southern Association for College Student Affairs (SACSA) in Birmingham, Alabama on November 5, 2022. Ardoin will be joined in the address, entitled *How Social Class Influences Our Work in Higher Education*, dr. becky Martinez (all lower case is intentional and reflects how the author spells her name), the co-author of her recent book, *Straddling Class in the Academy*. This keynote will engage social class identity and its corresponding forms of capital as frameworks from which to explore higher education's barriers related to social class. Stories and resulting themes will be shared about how social class influences one's experience and work in higher education while providing the opportunity for participants to reflect on their own class identity. Recommendations on how to create greater inclusion with a social class lens will be offered as participants consider action upon their return to campus.



Above: Ardoin (left) and Martinez (right) at a book pre-release event in 2019. Left: Click on book cover for further details.

Teaching Resources

As all members of our college community reflect on how best to support issues of diversity, equity, and inclusion in their professional lives, one area of vital importance for our faculty is the extent to which our courses provide opportunities and supports for students with a wide



range of lived experiences to thrive and learn. The college's strategic plan includes important organizational level action steps, such as evaluating our course offerings to highlight those with a DEI focus, considering how to enhance the DEI goals of existing courses, and even introducing new course work to better prepare our students to make a positive social impact as they move into their professional lives. One area where a growing number of faculty members are turning their individual attention is towards evaluating their course syllabi for equity-mindedness. A helpful tool for this purpose is the [Equity-minded inquiry series: Syllabus Review](#), produced in 2020 by the Center for Urban Education at the University of Southern California's Rossier School of Education. This resource is now available on our College of Education Canvas space for faculty and staff.

Upcoming Engagement Opportunities

The CoE Inclusive Excellence Implementation Team has started assembling resources and engagement opportunities to support faculty and staff as the college undergoes the process of rewriting its faculty and staff evaluation guidelines – including merit pay procedures, tenure and promotion guidelines, and staff evaluations – to better reflect its DEI goals.

Asynchronous Supports: A series of modules is being released on the [CoE Canvas Space](#) for Inclusive Excellence to give faculty members the opportunity to reflect on how they can infuse diversity, equity, and inclusion into all facets of their work. Using videos and other asynchronous content, we hope to provide college community members with self-paced modules that can inform their infusion of DEI material across workload categories. Please follow the link to the first module on Canvas to start the [Module 1](#), which is now available. We will continue to roll out subsequent modules over the next few weeks, so keep an eye on it!

- **Module 1** provides an overview of common DEI terms and background on the College's Inclusive Excellence plan priorities for AY 2022-2023
- **Module 2** will explore the merit process as a fertile space for recognizing DEI related goals and offer an invitation for faculty to reflect on their professional goals
- **Module 3** will identify tips and cautions for infusing DEI into research, teaching, service, and professional development

In-Person Opportunities: Several upcoming events might also interest faculty and staff who are interested in reflecting with others on how to infuse their professional experiences with more DEI-focused work. Please mark your calendars and watch out for forthcoming details!

- **November 11:** The Implementation Team will be holding workshop on DEI-oriented goalsetting, with breakout rooms focused on research, teaching, service and outreach for targeted discussions and consultation.
- **December 7:** The last REAL Lunch of the semester is scheduled for 12:30-1:30 pm. Daniella Hall, Rachel Wagner, and Faiza Jamil will be leading a conversation on equity-informed research and scholarship.