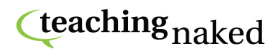


Inclusive Teaching Workshop Part 2

José Antonio Bowen

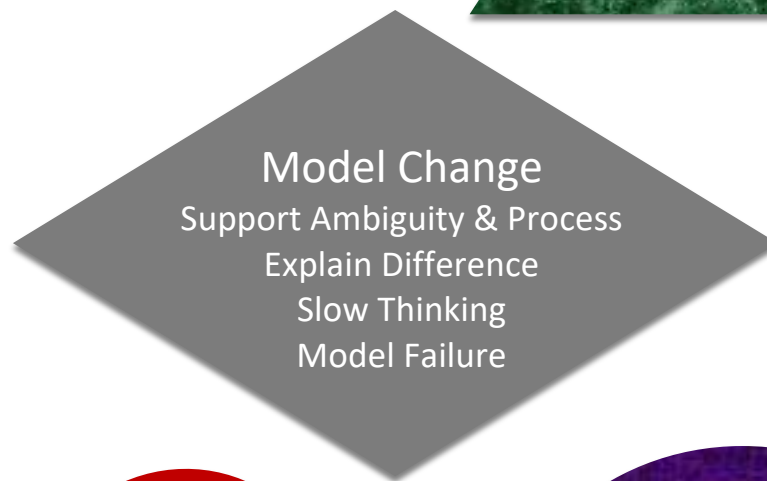
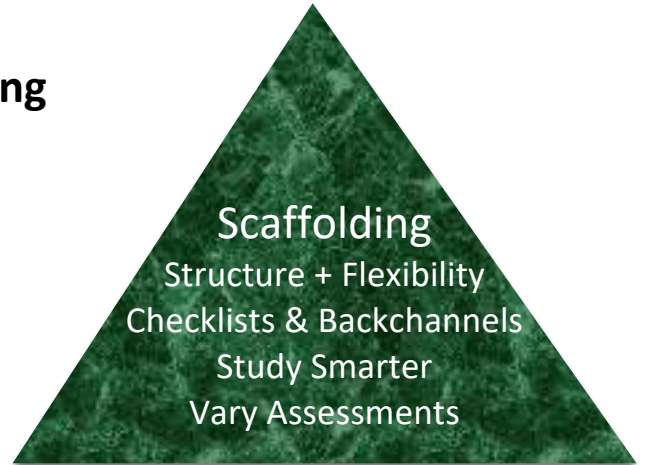
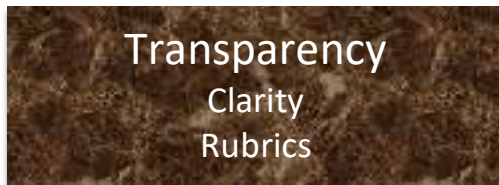


A New 3Rs: Relationships, Resilience and Reflection

Targeted Universalism: john a powell (2008).

Post-Racialism or Targeted Universalism Denver University Law Review, 86, p. 785-806

Good Teaching is Inclusive Teaching



High Standards + High Care

Demonstrate Caring

Better, Shorter and More Efficient Assignments

Motivation: **why** are we doing this? (goal & how it connects to learning outcomes)

Clarity: around **expectations** (how long & how should this time be divided?)

Checklists: what are the **parts**? (do I think, research, write, draft, edit?)

Rubrics: share **in advance** (what matters and is most valuable)

Spacing and Interleaving: (can I do this all in one sitting?)

Relevance: (can I enhance motivation by choosing better examples?)

Reframing Failure & Growth Mindset

Thinking with Others: Why Discussion Fails

Do you think for yourself?

Group Polarization

Influence and Persuasion

The Spotlight Effect

Better Discussions

- **Anonymous Polls First (like a jury)**
- **Prepare Opening Statements (or write first)**
- **Neutral and Two-Sided Questions**
 - When private beliefs are at stake, you dig in
 - “How many different explanations can you...”
 - “Can you think of both an example and a counter-example?”
- **Build Common Purpose/Problems/Goals**
 - Groups build trust over time
 - Encourage compliments
 - Explain Relevance
- **Articulate Academic Process**
 - Use a Rubric
 - Engage in Meta-Analysis of the Discussion
 - Create Ambiguity
 - Assign Roles (Evidence Watchdog)
 - Structured networks - Shield identities
- **Diverse Groups & Encourage Outliers**
 - Longer wait times (1.5 seconds on average)

Inclusive Teaching & Difficult Discussions

1. Develop Trust & Rules of Engagement

Set Expectations about uncertainty and complexity

Clarify Your Role answers, direction or input?

Situational Humility confidence & humility are not opposites

Appreciate Effort your initial response matters most

Reframe Failure errors, accidents or intelligent failure?

Conformity, Trust & Network Bias

Belonging is stronger than facts

Create common class purpose

Examine the flow of cues that announce information to be rejected

Articulate negative associations with groups and ideas.

Nazi doctors discovered, but...

Consensus messaging is the MOST powerful tool

(Do your friends believe in climate change?)

Negativity Bias (4 – 1 ratio)

Cultural Excellence

Heterodox Academy's OpenMind

<https://openmindplatform.org/wp-content/uploads/2020/10/Takeaway.pdf>

Meaningful Conversations

Handout: <https://teachingnaked.com/handouts/>

Class Values Template

Handout: <https://teachingnaked.com/handouts/>

Behaviors of Trust

Listen First: Listen before you speak and question your own assumptions.

Talk Straight: Be honest, open and authentic. Use simple language.

Demonstrate Respect: Show and display how you care for others genuinely.

Clarify "Offensive": can we unpack the emotions/history/context that drive this?

Right Wrongs: Apologize quickly, but recognize 4/1

Give Credit: Be loyal to the absent.

Hold Yourself Accountable First: Take responsibility.

Extend Trust: Don't withhold trust because there is risk involved.

Some adapted from The Thirteen Behaviors of a High Trust Leader in Stephen Covey from The Speed of Trust

2. Start with How

The Illusion of Explanatory Depth, Leonid Rozenblit & Frank Keil (2002)

Harvard Project Zero: Thinking Routines Toolbox

<http://www.pz.harvard.edu/thinking-routines#CoreThinkingRoutines>

3. Disrupt Binary Bias

Yale Program on Climate Change Communication. Take the Test:

<https://climatecommunication.yale.edu/about/projects/global-warmings-six-america/>

Stimulate Ambiguity & Ambivalence

Steve Martin in Father of the Bride:

<https://www.youtube.com/watch?v=onunl7e5DpE> 2:15

Unresolved Tensions

The Power of Paradox

History of Knowledge

4. Explore Divergence

Look for quantity, difference or spectrums

What are the many different reasons people might be opposed to vaccinations?

Disrupt the group associations – Are these all associated with the same group?

Increase ambiguity

What are the ways these ideas/concerns overlap?

What surprises you about these data?

What other explanations can we generate?

What are some things you like/hate about this?

Wicked or thorny problems can be useful BECAUSE of their complexity

Stay specific

5. Articulate the Underlying Tension

Distinguish between **problems** (to solve) & **tensions** (to manage)

Innovation & Efficiency

Safety & Cost

Control & Freedom

Change & Stability

Individual & Collective

Liberty & Justice

Freedom & Equality

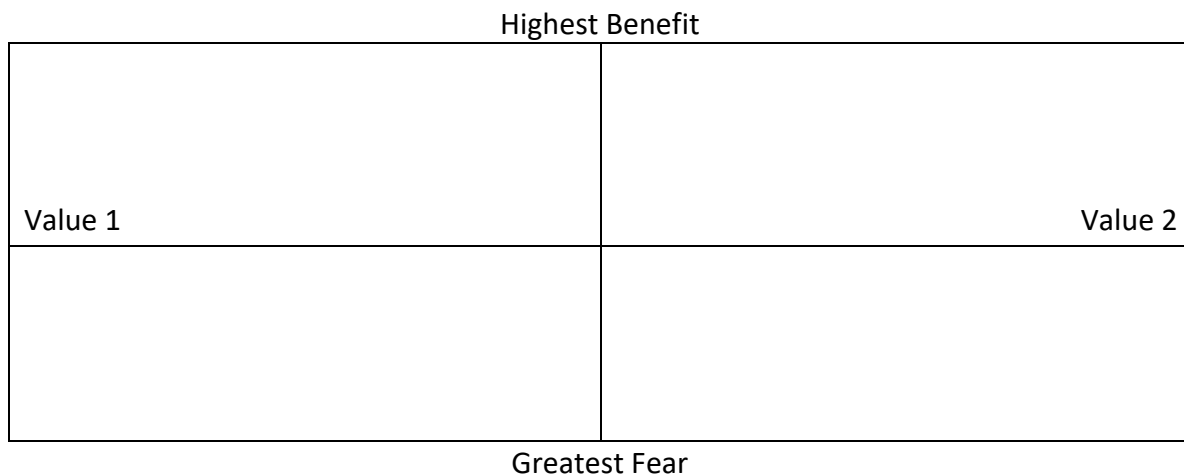
Problems to solve have endpoints and choices.

Tensions are not choices.

Multiple solutions, No right/wrong; No endpoint: Yes/Yes.

Choosing sets up the pendulum.

Polarity Map



6. Find Shared Values

- Awareness of up and down-side for each value
- We all have a preferences
- Acknowledge the downside of your preference and the upside of theirs
- When we hold complexity, we invite others into thinking this way and grow tolerance for ambiguity.

7. Practice on Safe and Easy Topics

- Where is the best pizza?
- What are the different ways we could answer this question?
- Diverse groups do better work BECAUSE they take longer & interrupt assumptions:

What if I say the wrong thing?

Lead with empathy and clear intentions.

*I don't know if this is an unfamiliar situation for you or not,
but I am going to do my best to treat you as a guest in my house.*

Just apologize; don't explain.

Authenticity comes with some risk: take it. Mistakes are guaranteed.

Persist and Practice

The perfect thing to say to one person is the wrong thing for another.

Rise to the level of your aspirations, not down to the level of your comfort.

MODEL CHANGE

- Ambiguity
- Intellectual Humility
- Process
- Explaining over Arguing
- Slow Thinking
- Model Failure
- Reframe Failure

Increasing Discretionary Effort

Low Anxiety + High Intrinsic Motivation
Segmented Incentives (sometimes)
Engagement + Optimism + Agency

BIAS & POLICY

System 1 & 2
Limited Cognitive Load
Shortcuts & Cognitive Biases
Motivation & Cognitive Load
Outcomes over Intentions

More at www.teachnaked.com (under “Borrow”)

- Study Scaffolding Template
- Rubrics
- Syllabus Template
- Inclusive Teaching Resources
- Meaningful Conversations
- Class Values Template

Save 30% on BOOKS!

Teaching Change: *How to Develop Independent Thinkers Using Relationships, Resilience, and Reflection* (Johns Hopkins University Press, 2021) **NEW!**

Code HTWN at [JHUP](https://jhupbooks.press.jhu.edu/title/teaching-change) <https://jhupbooks.press.jhu.edu/title/teaching-change>

Teaching Naked: *How Removing Technology from your College Classroom will Improve Student Learning* (San Francisco: Jossey-Bass, 2012). AAC&U Ness Award 2013

Teaching Naked Techniques: *A Practical Guide to Designing Better Classes* with C. Edward Watson (San Francisco: Jossey-Bass, 2017). Code TNT30 for any Teaching Naked book at Wiley