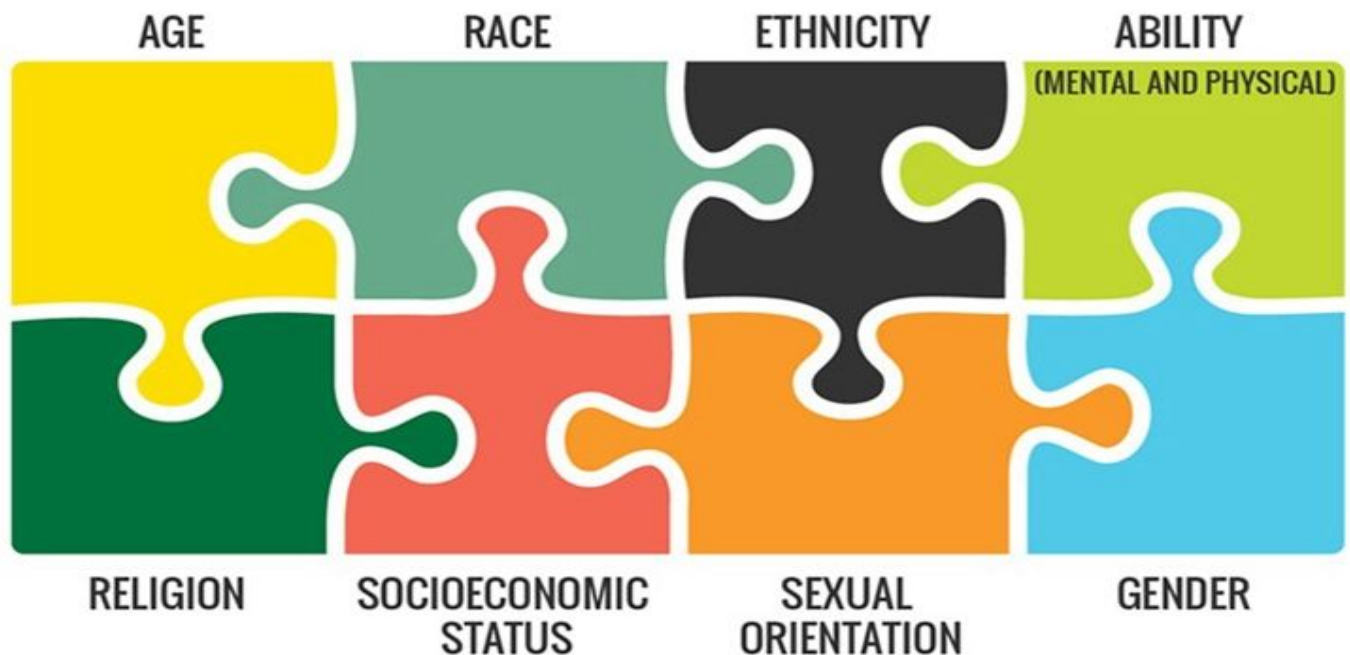




Diversity, Equity, & Inclusion Syllabus

2021-2022



Message from the Dean of Multicultural Education

The Governor's Academy is committed to creating and sustaining an inclusive community at all times and in all places – in the classroom, on the stage, on the field, in the dorm, and in the dining hall. Being radical and loving radically are the premise of appreciating our common humanity and seeing others for who they are: Black, White, Asian, Latinx, Gay, Lesbian, Bisexual, Transgender, Muslim, Christian, Agnostic, and Atheist, etc. We must be intentional about our individual and community learning, and embrace opportunities for growth and transformation with a sense of urgency.

A goal of the Office of Multicultural Education is to further encourage greater dialogue and conversations among faculty, staff, and students. This syllabus is a wonderful place to start. While it does not provide all of the answers—nor does it wholly reflect the totality of DEI and multicultural education, I do believe you will find it to be useful. Moreover, I would encourage you to visit my office and have a conversation with me regarding how I might better support your continual growth.

The 2021/2022 Diversity, Equity, and Inclusion syllabus offers a range of resources for individual professional growth. You will find a detailed description of DEI Seminars lead by your peers on a variety of topics. Each seminar will start at 7:00 p.m. and run no later than 8:00 p.m.

You will also discover links to a number of talks, lectures, panels, articles and other resources related to DEI matters. While I have viewed each video and read every article, please know that I might not wholly agree with the position of the speaker.

I hope that you embrace this opportunity to learn, grow, and engage together with your fellow colleagues. I am looking forward to a great year, and I hope that you will consider being a DEI seminar instructor in the future.

Edward Carson
Dean of Multicultural Education



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DEI Seminars

What is Critical Race Theory and Why Talk About It?

Edward Carson, Dean of Multicultural Education, History Department | November 11

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

In what started as a movement among activists and scholars, in exploring the dynamic relationship between race, racism, and power, Critical Race Theory has now become a politicized measure for schools. This conversation delves into the emerging model of CRT, and how and why it can be inculcated into schools, via clarity, communication, and education—by showcasing how it gives voice and agency to all students in schools. Pragmatic examples will be discussed with a lengthy conversation regarding the fright about CRT.

Celebrating Indigenous Peoples Day: The Harmful Narrative of Columbus Day

Natalie Garcia, Class of 2023, Community Facilitator | Head of WNBLI | November 30

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

For over two centuries, we have commemorated the "landing" of Christopher Columbus and have never historically contemplated this "landing" as an invasion. Although a celebratory holiday for many Italians in the United States, we need to review the implications that the Columbus Day narrative has had over our experiences and reassess our commitment to using equitable terminology. The murder of George Floyd was an awakening for many of the injustices to this country, including anti-Indigenous racism and legislation. In this, we have been forced to consider, is this the last time that America will celebrate Columbus Day? Let us reconvene and reflect on this narrative. We will apply historical context to reevaluate our celebrations, explore, and appreciate the actual owners of the land we have exploited and erased.

The Changing Lexicon of Diversity

Stephan Hebert, English Department, Diversity Coordinator, John Cooper School | December 6

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

DEI, DEIJ, LGBTQIA+, CRT, the other CRT, antiracist, identity vs. expression, privilege and power, pronouns in flux. The world of diversity work is often full of new and changing vocabulary. Add to that an increased focus on the ideas of “community” and “belonging” as core components of inclusivity. What do all these words mean? What words fit best in the Governor’s community? How do we use these words in our work to create a more equitable, open community?

DEI at Govs: Divisive? Or Inclusive?

Bill Quigley, History Department, Director of the Writing Center | January 10

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

Critics resist DEI as groupthink dictated by Far Left Totalitarians. That resistance paints DEI initiatives, Critical Race Theory, assertions of "white privilege," and the like as sinister threats to American freedom and American democracy. As of October 2021, 12 states have enacted laws that restrict teaching in their public schools about the history in America of race and racism, sexuality and sexism, and/or similar issues of equality and justice. Similar bills are pending in 15 more state legislatures. Does such legislation safeguard America, as critics say, from zealous indoctrination akin to Nazism and Mao's Cultural Revolution? What do



we make of this vexing American problem, particularly here at Govs? This open-discussion seminar will begin with the thoughts of some anonymous students who were new to Govs last year.

Supporting Students of Color: Navigating Real-World Events with Boarding School Students

Stacy Seward Lawrence Community Organizer, DEI | January 27

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

Students of color face many unique challenges at boarding school related to race, identity and acceptance. From the perspective of a former boarding school parent, psychotherapist, and DEI professional, this seminar aims to share information and strategies to provide supportive, inclusive, and responsive environments as real-world political events encroach into the boarding school space. This session will focus on how allies and trusted adults can stand in solidarity with students of color as they navigate harmful political ideologies and toxic messages.

Like a Girl: Lessons from Girl-Centered Education

Monica Kirschmann, English Department | February 1

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

No one was more surprised than I was to discover I would find a sense of belonging in a girls' school or that I would spend seven years of my career in one. In this session, I'll share some of the personal and professional lessons I've learned from my time in girls' education. Together, we will explore some of the ways girls are socialized and the ways in which their socialization can create barriers to success in both collaborative and competitive spaces. We will discuss some specific steps we can take to support and empower girls in the classroom, the dorm, and on the field. We will also begin to discuss how girls' school communities talk about things like leadership, dress code, sexuality, sports, periods, patriarchy, dances, allyship, and pockets.

Investigating Socioeconomic Impact on Educational Learning

Emily Allen, Science Department Chair | February 10

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

As teachers, we know that our students come to us with a diverse range of experiences and backgrounds. What we may not realize, however, is how much socioeconomic factors can alter brain and educational development in children. By the time they reach high school, teenagers' educational development can be greatly affected by these factors, creating extreme challenges in future learning. In this interactive seminar, research on the impacts of socioeconomic factors on brain and educational development will be presented, with discussion around our assumptions, methodologies, and the need for individualized teaching strategies at Govs.

"Shifting the Color (and Gender) of Art History..." - NYT Wyatt Mason

Chris Robinson, Academy Bookstore Manager | March 1

Edward Carson (he, him, his) is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>



Without thinking too hard, can you name 10 women artists? 10 artists of color? 10 Asian artists? The art world is changing but it still remains a stronghold of white privilege. Let's take a look at some work that was never included in Janson's Art History text. What artists are hanging in museums and who is not on the walls?

American Eugenics: A Lingering Legacy

Erika Mitkus, Science Department | April 12

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

When you hear the word eugenics, you might think about WWII and Nazis. However, it might surprise you to learn that the United States was the epicenter of the eugenics movement for decades, and that it was far from a fringe movement in our politics, laws, and universities. Although our public history with eugenics was swept under the rug after the 1940's, dark shadows of the movement still linger in modern times. Come learn about the rise of this pseudoscience movement, its relation to Darwin's ideas about evolution, and why some contemporary scientists are worrying about a resurgence of "modern eugenics."

"Fat Phobia, Diet Culture, and the Religion of Thinness"

Rev. Julie Mavity Maddalena, Ph.D., Director of the Ulrich Center for Faith, Ethics, and Justice | April 25

Assistant Professor of Philosophy and Religion, Lakeland University

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

Contemporary body size ideals fuel a billion-dollar diet and wellness industry based on convincing people that their bodies must be shamed, abused, and controlled in order to fit an arbitrary body size. This session will explore the sexist, racist roots of this "religion of thinness" as well as the many myths, including medical myths, linking body size to health and morality. We will explore the faulty origins of the BMI, the failure rates of intentional weight loss programs, the harms of yo-yo dieting and eating disorders, and the oppressive, systemic realities of fat phobia perpetrated against people with larger bodies. We will reclaim the beauty of the natural diversity of body sizes across the human spectrum and explore the Health at Every Size movement, which is an important voice for justice and dignity for fat people.

"I know why THEY got in." The History of Affirmative Action Policies in College Admissions

Julia Kobus, Office of College Counseling, Student Diversity Coordinator | May 5

Join Zoom Meeting: <https://govsacademy-org.zoom.us/j/97243051774>

Affirmative Action policies developed by U.S. colleges and universities in the last few decades have sought to "level the playing field" for applicants from groups that have been historically excluded from institutions of higher education. We will learn more about the history of Affirmative Action policies in American colleges from the early 1900s up to the present day, including how immigration, government policy and legal challenges have shaped these policies and the admissions processes at schools across the country. Join us to learn more about this history and to explore ways that these policies help to shape the landscape of the admissions process for our students.



2021-2022 Community Conversations Schedule

Community Conversations are designed to be an inviting brave space; it is here where the campus gathers to engage in the skill of dialogue and discourse. Below is a schedule for conversations lead by an affinity group or Gows community facilitators.

Tuesday, September 28
Eddie Carson and Julia Kobus Introductory Conversation

Thursday, October 14
Spectrum + Sylvia Swain

Tuesday, November 9th
Community Facilitator Fall Forum

Monday, December 13
SWAGA - Topic TBD

Thursday, January 6
ISA- Topic TBD

Monday, February 7
4A - Topic TBD

Thursday, February 24
BLA and WNBLI - Topic TBD

Thursday, March 24
Eddie Carson and Julia Kobus on Intersectionality

Monday, April 18
Community Facilitator Spring Forum



DEI Talks

Intersectionality

[Kimberle Crenshaw](#)

Anti-Racism

[Ibram X. Kendi](#)

[Michael Eric Dyson & Ibram X. Kendi](#)

[White People Responding to Racism](#)

[Robin DiAngelo on “White Fragility”](#)

[Robin Di Angelo on What Does It Mean to be White?](#)

Power & Privilege

[How Structural Racism Works? Tricia Rose](#)

[Power, Privilege, & Difference by Allan Johnson](#)

[Unequal Opportunities Race](#)

Race & Racism

[So You Want to Talk About Race by Ijeoma Oluo](#)

[White Rage by Carol Anderson](#)

[Cornel West on Race Matters](#)

[Cornel West on Race Matters](#)

[Cornel West on Race Matters](#)

[Cornel West on Race Matters](#)

[For Discrimination by Randall Kennedy](#)

[Post Traumatic Slave Syndrome by Joy DeGruy Leary](#)

[The New Jim Crow by Michelle Alexander](#)

[Color Blind or Color Brave by Mellody Hobson](#)

LGBTQ Matters

[Defining LGBTQ+](#)

[Straight Folks Need to Hear](#)

[A Message from High School Students](#)

Microaggression

[In the Classroom](#)

[Socialization and Comfortableness of Microaggressions by Andrea Boyles](#)

Ableism

[Unboxing Ableism](#)

[Social Justice Project—Ableism](#)

[Modern Ableism & Disability Prejudice](#)

Ethnicity

[What is Ethnicity?](#)

[Race & Ethnicity](#)

Socioeconomic Status (SES)

[The Reality of Economic Inequality](#)



[How Economic Inequality Harms Society by Richard Wilkinson](#)
[SES on Academic Success](#)
[The Culture of Educational Inequality by Na'ilah Suad Nasir](#)

Gender

[The Origin of Gender](#)
[Gender Fluid](#)
[Understanding the Complexities of Gender](#)
[What Non-binary Means?](#)

DEI Readings

Anti-Racism

[The Anti-Racist Revelations of Ibram X. Kendi, *Washington Post*](#)
[The New York Times' Wrongheaded Anti-Racism Agenda](#)
[For Our White Friends Desiring To Be Allies](#)
[Confederate Monuments and American Citizenship](#)

Racism

[Racism Hurts](#)
[Exposing Bias: Race and Racism in America](#)
[What the Believers Are Denying](#)
[The Myth of Reverse Racism](#)

White Privilege

[The Greatest White Privilege is Life Itself](#)
[The White Privilege of Chad Kelly](#)

Gender

[Gender Inequality in the World](#)
[What is Toxic Masculinity?](#)
[Men on the Edge of Panic](#)
[Why Using the term "Strong Woman" Undermines the Feminist Platform](#)

Socioeconomic Status (SES)

[How Income Affects the Brain](#)
[Elite Colleges Constantly tell Low-Income Students They Do Not Belong](#)
[Why So Many Americans are Trapped in Deep Poverty](#)

Homophobia & Transphobia

[How the Mind Rationalizes Homophobia](#)
[Beyond the Coming Out Narrative: The Transphobia the Media does not Represent](#)
[Being a Gay Christian](#)

Intersectionality

[#MeToo and Black Women](#)



DEI Resources

[Teaching Tolerance](#)

[NAIS People of Color Conference](#)

[White Privilege Conference](#)

[SEED](#)

[Anti-Defamation League](#)

[Southern Poverty Law Center](#)

[GLSEN](#)

[Anti-racist Research & Policy Center](#)

