



## Session II A, July 17-21, 2017

### 13. Teaching Diversity: Possibilities and Pitfalls

*"Every morning I awake torn between a desire to save the world and an inclination to savor it. This makes it hard to plan the day."* — E. B. White

What are the most effective ways to teach about diversity? There is considerable difference of opinion, and sometimes conflict, over how best to address diversity and diversity-related topics in the classroom, workshop, or individual consultation. We will examine, demonstrate, and assess a variety of strategies for teaching about diversity, including their strengths, weaknesses, and possible unintended consequences. During the course, you will have the opportunity to experiment with and critically analyze these different teaching approaches.

**Designed for:** Educators, trainers, and other professionals who are called upon to teach about diversity or diversity-related topics.

#### Workshop Objectives

You will have the opportunity to:

- Examine a variety of approaches to teaching about diversity
- Analyze the strengths and weaknesses of these strategies
- Assess the possible unintended consequences of each of these approaches
- Consider potential audience responses and challenges to varying style and content, including potentially hot-button ideas
- Discuss strategies for clarifying language in order to achieve clearer communication of complex ideas

#### Learning Activities

- Explanation and demonstration of multiple strategies for teaching about diversity including:
  - Approaches to defining diversity
  - The concept of intersections
  - Linear and nonlinear categorical models
  - Diversity dilemmas
  - Critical use of media
  - Multiple voices and multiple masks
- Small-group analysis and development of variations of these strategies
- Brief participant presentations of their variations



**Dr. Carlos Cortés** is a professor emeritus of history at the University of California, Riverside; general editor of the recently published *Multicultural America: A Multimedia Encyclopedia*; and author of the memoir, *Rose Hill: An Intermarriage Before Its Time*. A recipient of the American Society for Training and Development's National Multicultural Trainer of the Year Award, Carlos lectures throughout the world, including on cruise ships. He also serves on the faculties of the Harvard Institutes for Higher Education and the Federal Executive Institute. The creative/cultural advisor for Nickelodeon's "Dora the Explorer" and "Go, Diego, Go!," he also performs his one-person autobiographical play, *A Conversation with Alana: One Boy's Multicultural Rite of Passage*.

**Dr. Louise Wilkinson** is an intercultural and leadership consultant for organizations, specializing in establishing links between diversity and inclusion, intercultural competence, and global leadership. She has conducted diversity workshops for nonprofits, higher education, and the private sector. Louise speaks and publishes on developing personal and organizational intercultural competence, including collaboration on "Developing and Implementing a Multicultural Vision" in *Contemporary Leadership and Intercultural Competence*. An award-winning film and video writer/producer/director, she has published articles on using film in intercultural education in *The International Journal of Intercultural Relations*, and *The Journal of Media Literacy*.



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