**A.I.M. FOR DIVERSITY**

- **Affirm** – Affirm who is in your space (office/classroom/program)!
  - It is important to affirm all students in your space. It is one of the first steps to acknowledging the diversity that exists and helping students to feel comfortable.
  - Affirmation can be done in a variety of ways but a simple activity includes having students introduce themselves, share an artifact that describes who they are culturally, or learning the correctly pronunciation of names.
  - Be aware of your own background and realize your story so that you can share key elements to enhance the climate in your space.

- **Intend** – Intend to incorporate various elements of diversity in your curriculum or program!
  - Being intentional in diversifying your curriculum/program can be challenging especially when you are starting from square one. Ask the question, who does my program include/exclude?
  - Do not be blinded by the notion that there are no other contributors beyond who you know exists in the text or key authors.
  - Commit to researching other perspectives or at least acknowledge the lack of diverse contributions in the materials you are using.

- **Manage** – Manage the cultural climate of your class/program and how diversity is valued
  - Pay attention to how students interact with each other and with you.
  - Address potential challenges/concerns right away (bias, microaggressive behaviors)
  - Continually acknowledge the value of all opinions/contributions
Discussion questions:

What types of strategies have you used to infuse diversity in your curriculum/program or work?

What new initiatives, strategies, or collaborations could you implement in support of a diverse curriculum/program or work?

What evidence would you look for to know you have been successful?

The look of a diverse curriculum: (one perspective)

Cohn and Mullenix (2007) describe a diversity rich curriculum as one that:

1. Includes other voices
2. Communicates interconnectedness
3. Values diversity and equity
4. Promotes transformative thinking

Resources


