

~~Breaking Down Barriers to Inclusion
Across College Music Programs~~

**“Its Hard Times Befallen the Sole Survivors”:
The Politicalization of DEI**

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Agenda

1. Defining DEI and Why it Matters
2. The Impetus and Growth of DEI
3. Why Hasn't DEI Worked
4. The Politicization of DEI Implicit Bias- The Challenge to Colorblindness
5. Educational Gag Orders and Book Bans
6. Where Do We Go From Here?

DEFINING DEI

DEI = DIVERSITY + EQUITY + INCLUSION

Diversity operates on several societal dimensions but, in an institutional context, refers to protected classes (Specific groups who have historically faced hardships in obtaining employment, housing, and other public accommodations and are protected by local, state, and Federal law).

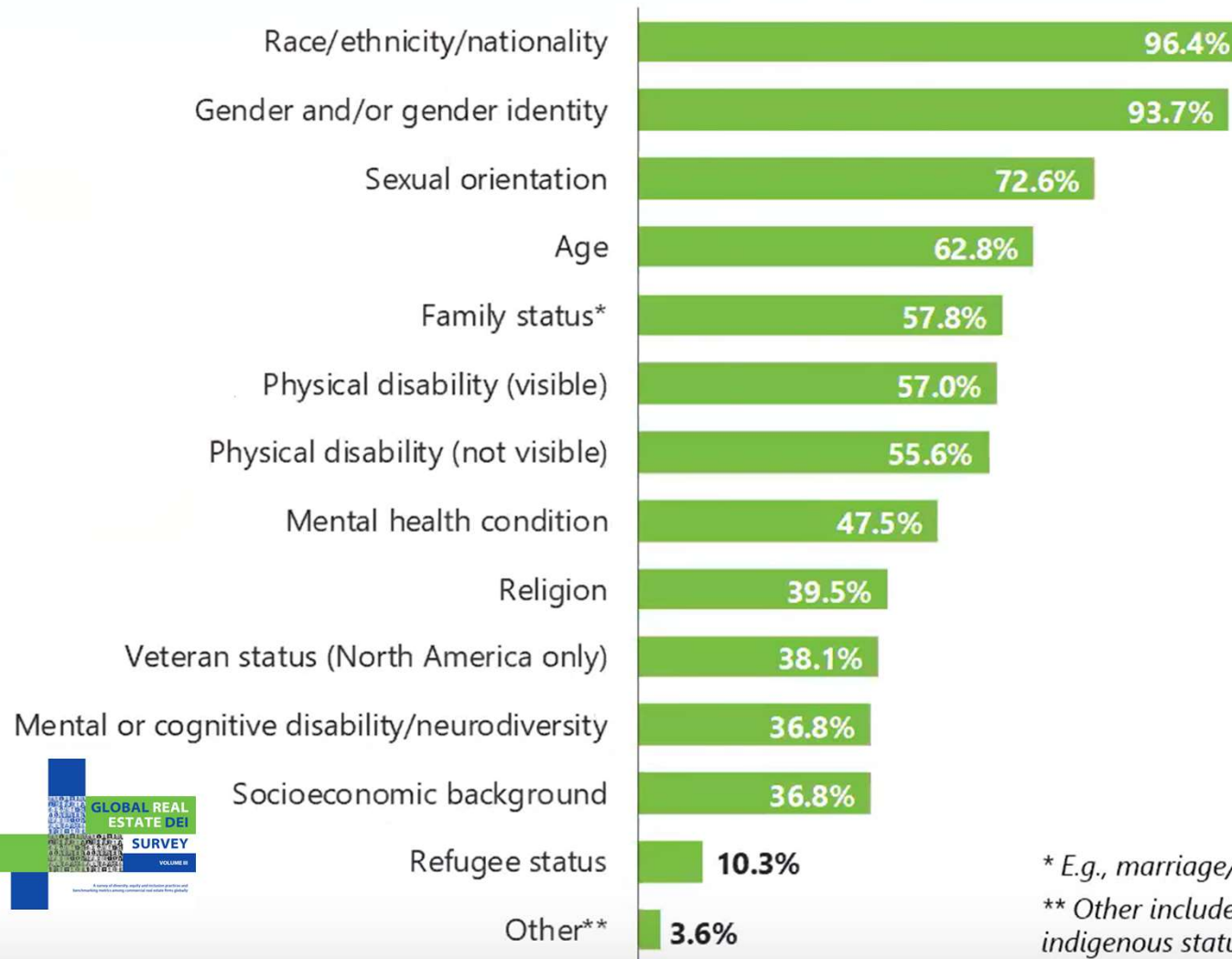


PROTECTED CLASSES:

- Age
- Ancestry
- Citizenship
- Color
- Disability (mental or physical)
- Genetic information
- National Origin
- Race or Ethnicity (includes an aversion to African American, Latine, Asian, Indigenous, Jewish (antisemitism), and Arab people).
- Religion or Creed (includes anti-Judaism and anti-Islam/Muslims (Islamophobia))
- Sex (including gender, pregnancy, sexual orientation, and gender identity)
- Veteran status



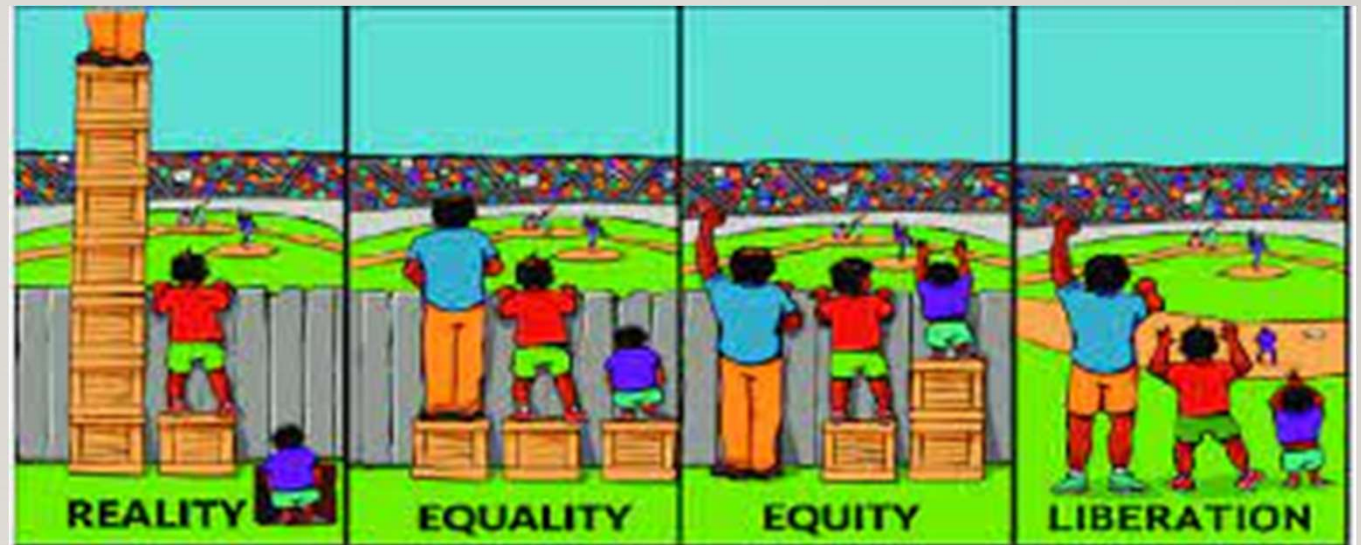
Which dimensions of diversity are directly addressed in your organization's DEI initiatives?



* E.g., marriage/partnership status, parent/guardian status
** Other includes: educational background, housing status, indigenous status, language, military status, political affiliation



Equity = The process of ensuring that policies, practices, processes, and programs are impartial and fair and provide equal possible outcomes for every individual.

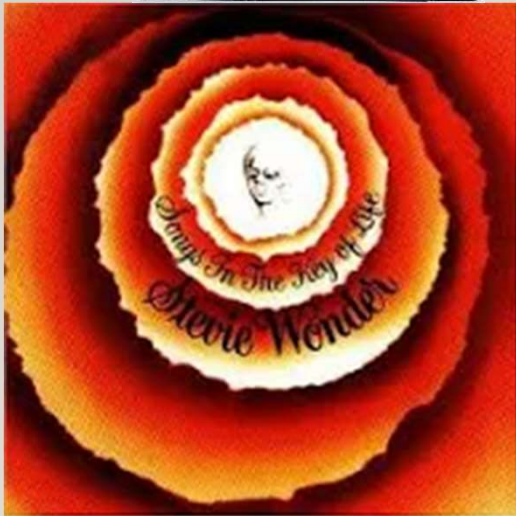


Inclusion = A product of diversity

- Authentic and empowered participation and a true sense of being respected and valued.
- Seeing others with similar characteristics as you represented in the environment and the curriculum.
- Knowing that you matter and belong here based on how you experience the environment and your interactions with others.



My DEI Playlist:



- **0:00:00** The Civil Rights Movement
- **0:02:57** The Women's Rights Movement of the 1970s.
- **0:08:43** The Chicano Movement.
- **0:17:02** The Native American Movement.
- **0:24:15** The 1967 Age Discrimination in Employment Act
- **0:31:18** The protests that erupted in my hometown of Buffalo, NY, after the assassination of Dr. King.
- **0:37:54** The 1972 Passage of the Americans with Disabilities Act and Title IX, which prohibits sex discrimination in education programs.
- **0:45:15** I can draw a direct line from the 1969 Stonewall Riots and the Obergefell decision guaranteeing same-sex couples the right to marry in 2015.
- **0:58:23** When my grandmother died in 1969, she only had the unencumbered right to vote for four years, courtesy of the Voting Rights Act of 1965.
- **1:06:35** The Civil Rights Act of 1964, and the Brown v. Board of Education decision ten years earlier, have all played a crucial role in my life.

The Impetus and Growth of DEI

- ✓ Diversity initiatives and training began in the mid-1960s following the introduction of equal employment laws and affirmative action.
- ✓ These new laws compelled companies to start diversity training programs to help employees adjust to working in more integrated settings.
- ✓ As more groups have become included, policies and practices have, by necessity, required recalibration.

The Road to DEI

- From Equal Employment Opportunity to
- Affirmative Action to
- Diversity, Equity, and Inclusion (DEI) to
- Justice, Equity, Diversity, and Inclusion (JEDI), to DEIB.

It's all the same thing.

The simple question is, how can we include previously excluded people?



Why is a focus on DEI still necessary?

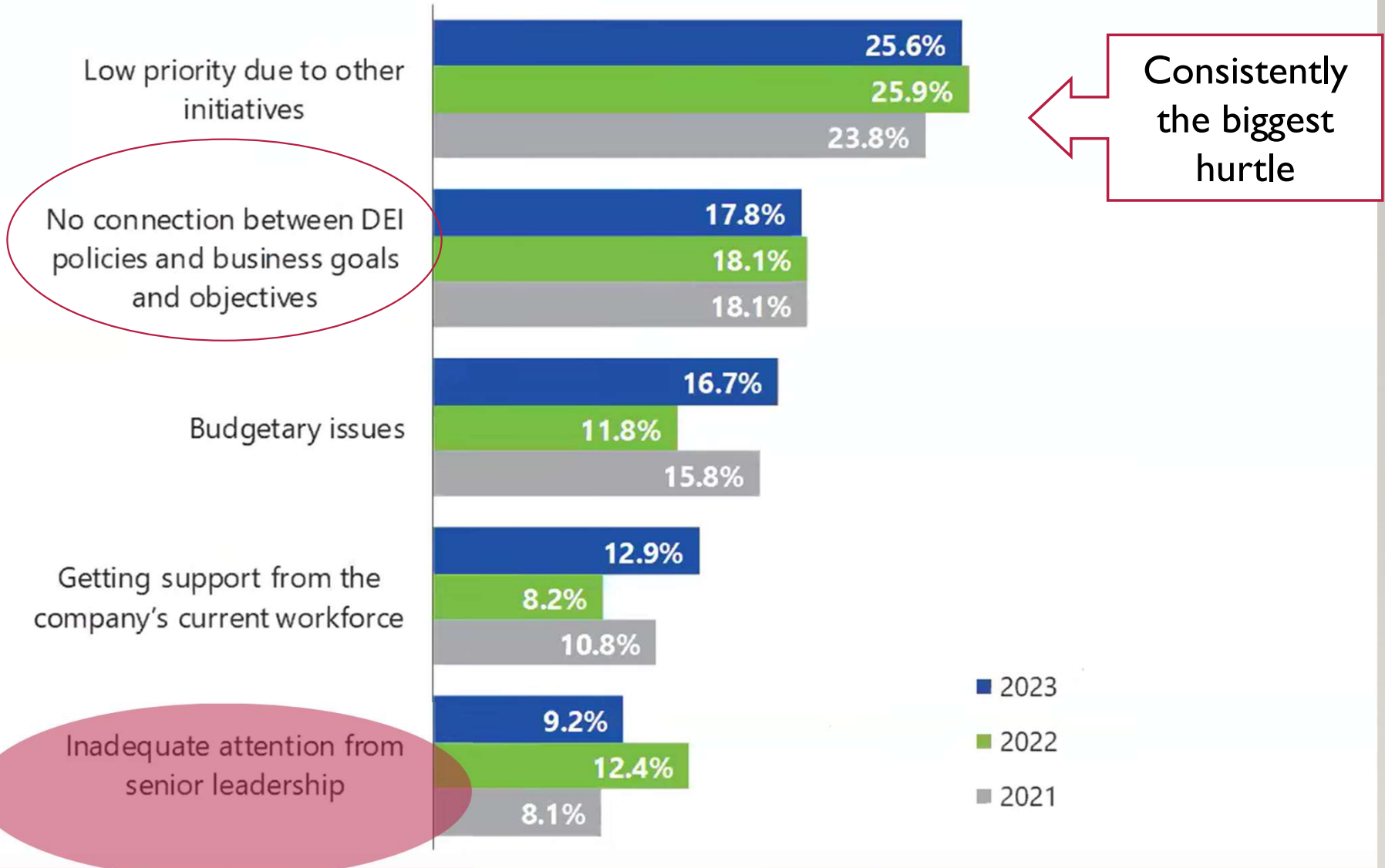
- We are not operating at a point of equality largely due to historical inequality and continuing discrimination.
 - Historical and contemporary inequality has structural and material consequences on individuals, families, and communities.
- The corollary to diversity is inclusion.
 - Without intentional practice, American institutions, including higher education, promote norms related to various forms of identity.
- Everyone deserves to live out their potential free from bias and discrimination.



Why Hasn't DEI Worked?

- We've been doing this for a very long time!
- So, why are we still talking about this?
- Because the focus was never on institutional change or a change in principles or values.
- Previously normalized identities have been treated as neutral grounds that do not require systemic change.

Top 5 greatest obstacles to successfully developing and implementing DEI initiatives



Source: Dr. Avis Devine

TOPICAL DEI ISSUES

Economic Uncertainty and Leadership Challenges

Following the tumult of #MeToo and BLM, **corporate interest** in DEI has **faded** as economic uncertainty, shrinking profits, and political attacks have **shifted leaders' priorities**.

Ineffectiveness of DEI Initiatives

Despite the **increase** in organizations **adopting** DEI initiatives, many of these **initiatives are less effective** than they appear to be.

A lack of standards, consistency, and accountability.

DEI-Industrial Complex

The phenomenon that **purports to end inequity** but **instead sustains it** at great cost to marginalized populations.

Data Privacy and Security Issues

With DEI coming to the forefront, **data privacy and security issues** related to DEI have also become a concern.

Source: Dr. Avis Devine

The Politicization of DEI

- **Executive Order 13950**, Donald Trump prohibits DEI training in all Federal agencies and among all Federal contractors and subcontractors, September 2020.
- **Executive Order 13985**, Joe Biden revokes EO 13950, January 20, 2021.

Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

Section 1 . Policy. Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths. But for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies and our public and private institutions have often denied equal opportunity to individuals and communities. Our country faces converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism. Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face.

It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.



Educational Gag Orders and Book Bans

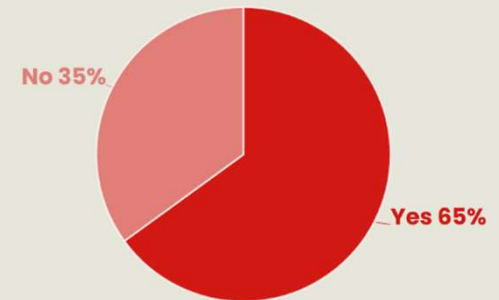
- PEN America first began tracking educational gag orders in 2021.
- Since then, **44** states have introduced educational gag order bills.
- 30 have become law across 21 states, including ten in 2023 alone.
- **PEN America** estimates that 1.3 million teachers (a third) and 100,000 public college and university professors are affected, as are millions of students.
- **118 million** people live in states with educational gag orders in force.



Two-Thirds of Teachers Censor Themselves Even When They Don't Have To

- That means twice as many teachers who are legally barred from discussing what critics call “divisive concepts” have chosen to curtail their own classroom speech.
- Faculty Contingency exacerbates censorship.

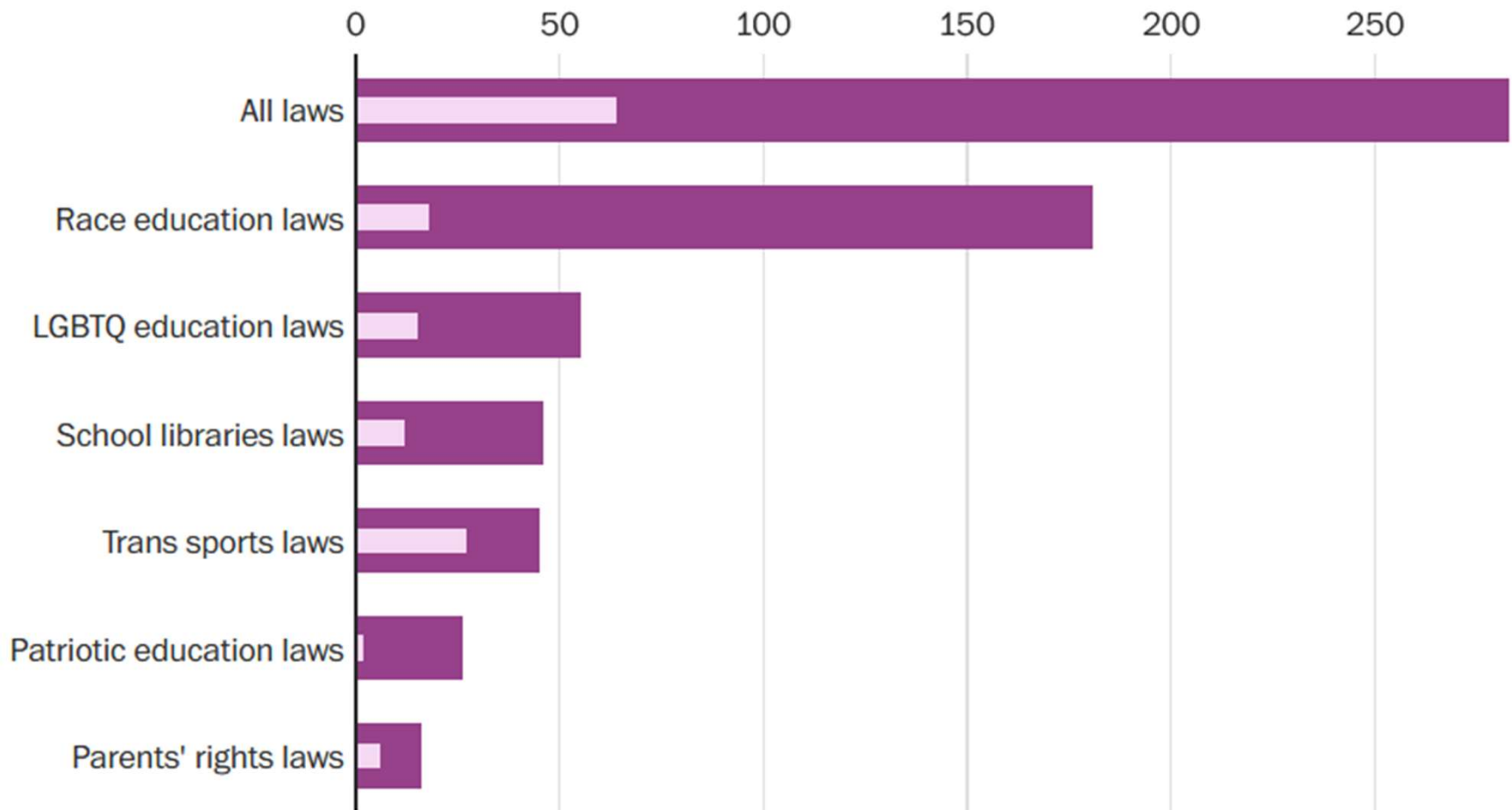
Teacher poll: Have you limited classroom discussions of political and social issues?



Source: *Beth Hawkins* February 15, 2024, The 74 Newsletter, Study from the Rand Corporation

Analysis of education culture wars laws

Proposed Passed



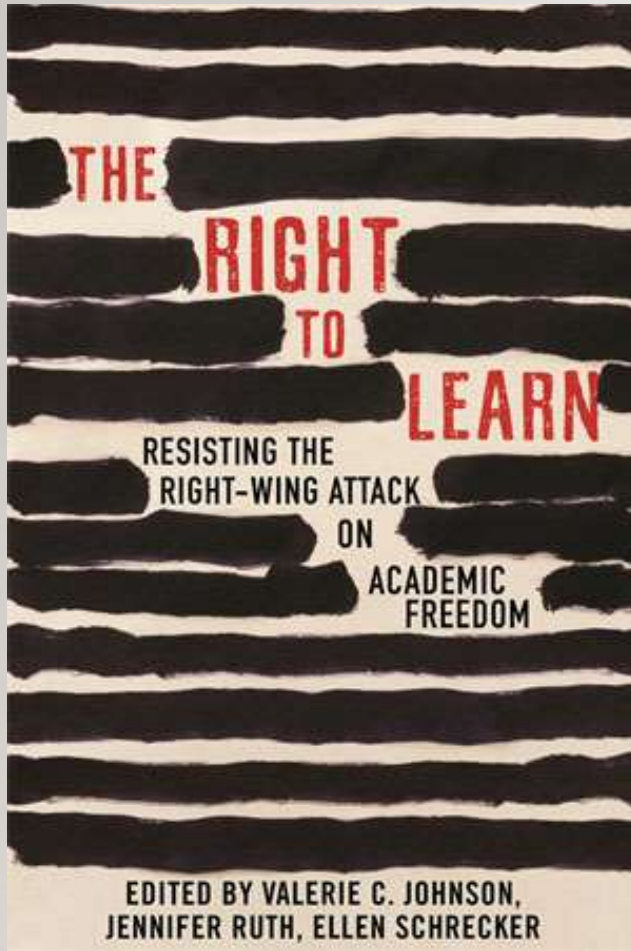
Source: The Washington Post

HANNAH NATANSON / THE WASHINGTON POST

Cancel Culture -- These bills totally disregard:

- Academic Freedom
- Free Speech
- Open Inquiry
- Shared Governance
- Constitutional protections that safeguard a democratic society
- Tenure
- Diverse perspectives





*The Right to Learn:
Resisting the Right-Wing Attack on
Academic Freedom*

Valerie C. Johnson, Jennifer Ruth, and Ellen Schrecker
Editors

Publication Date: April 9, 2024

The Politicization of DEI is a Red Herring.



What is it distracting us from?

- The ideological contestation about identity in America.
- The state legislative bans on what is taught in the classroom are front and center in that contestation.
- If we can erase history and discussion about race, gender, and sexual identity, there will be no need for remedial measures like DEI to move American colleges and universities from exclusion to inclusion.

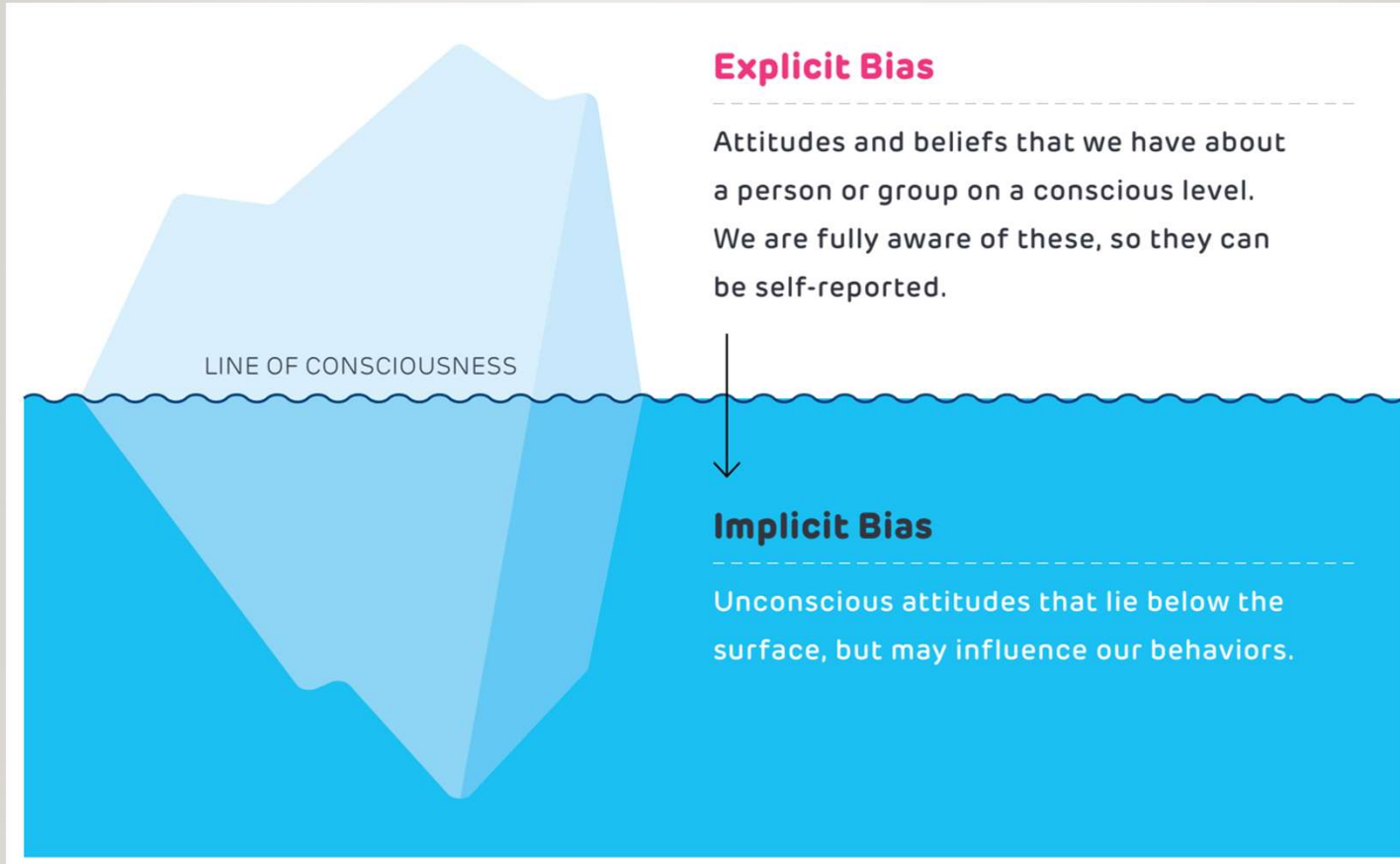
What is it distracting us from?

Education is never neutral. It is always a political act. It can be used to maintain the status quo or to bring about social change. Paulo Freire, *Pedagogy of the Oppressed*

WHERE DO WE GO FROM HERE?

Develop a DEI Constitution:

- **Article 1:** DEI is not a political proposition -- it is a value proposition.
- **Article 2:** DEI initiatives are not just for members of diverse groups but for the entire society– the entire institution.
 - DEI is not a cost center but a profit center.
- **Article 3:** We're not calling one another out; we're calling one another in to understand the structures that divide us (Loretta Ross).
- **Article 4:** We must not measure our identities as one group vs. another, but our positionality to power.
- **Article 5:** We are all, in some way or another, aligned with structures of power and, therefore, are all implicated in varying degrees.
 - There are no innocent people. We all have blind spots that may impede access and equity for all in our community.
- **Article 6:** Intent is rarely as important as impact.
- **Article 7:** Neutrality is a bias in favor of the status quo.



We all have implicit or unconscious bias

- The brain processes billions of stimuli daily
 - 99.9% of what our brains process is unconscious
 - Unconscious bias develops at an early age
- Your brain is hardwired to make shortcuts.
 - You characterize people and things unknowingly every time you see them.
 - You know that the metal box coming toward you is a car and that you need to get out of the way.
 - The same often happens when we see certain people.
- Gut reactions occur within milliseconds.



TYPES OF UNCONSCIOUS BIAS



Affinity Bias

Feeling a connection to those similar to us



Perception Bias

Stereotypes and assumptions about different groups



Halo Effect

Projecting positive qualities onto people without actually knowing them



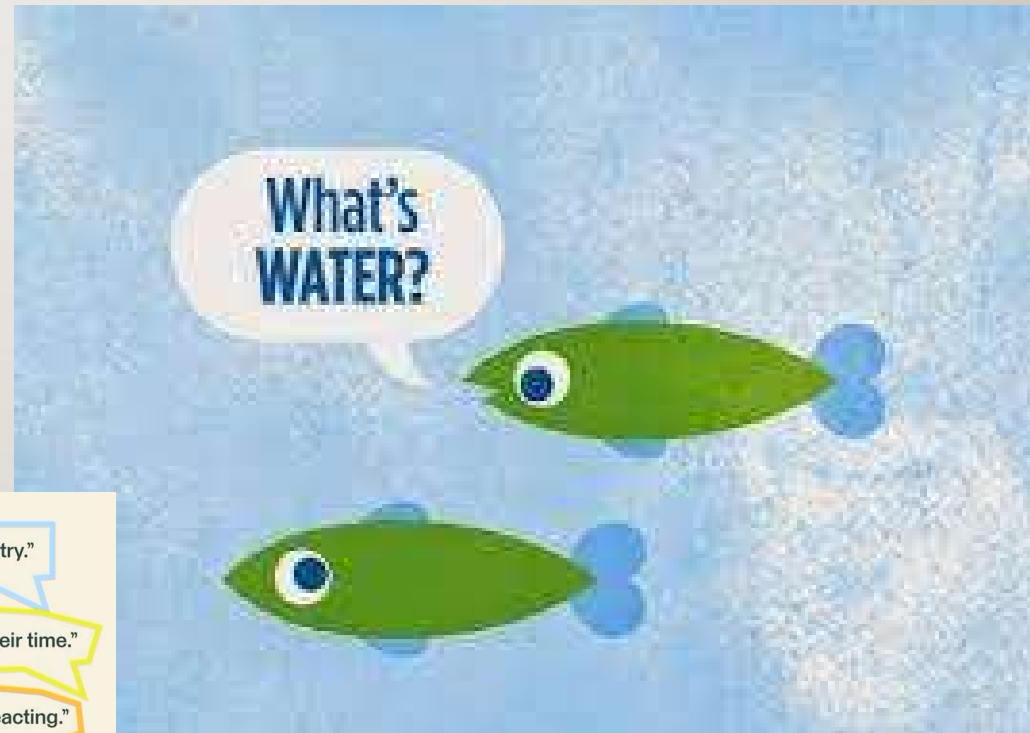
Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.

Image Source: [BeApplied.com](https://www.beapplied.com)

You can never be bias-free...

- but you can overcome certain biases by being aware of them.



The Faculty Senate Campaign

Breakout: Get Your Laws Off O x TRUTH BE TOLD Call to Action x +

aapf.org/truthbetold-call-to-action

14th. We also invite educators to take the pledge to teach the truth. And show your support for our October 14th Call to Action by completing our [endorser form](#).

Our Teach-In will begin with an opening message from Professor Kimberlé Crenshaw followed by a panel with Professors Emily Houh, Valerie Johnson, and Jennifer Ruth. Breakout sessions include *The Disinformation Gift about Academic Freedom*; *Using Shared Governance to Keep Laws Out of Your Syllabus*; *Doing Campus DEI from a CRT Lens*; and *Know Your Rights to Teach Truth*. To preselect your breakout sessions, [register](#) by October 12, 2021.

[resolution template](#), and consider adopting similar language at your own university. To sign the Open Letter, please use this [form](#).

A DAY OF ACTION TOOLKIT >

REGISTER FOR THE NATIONAL TEACH-IN >

NATIONAL CRITICAL RACE THEORY TEACH IN >

RESOLUTION TEMPLATE FOR UNIVERSITY SENATE MEETINGS >

OPEN LETTER TO DEFEND ACADEMIC FREEDOM >

SHARE YOUR CAMPUS SENATE RESOLUTION STATUS >

SENATE RESOLUTION TEMPLATE EXAMPLES >

SIGN THE OPEN LETTER >

There's no time to waste. If you act, we'll be able to not only push back against the attacks on CRT and the teaching of truth, but also to lift up the campaigns we are already organizing around and winning.

Messaging and the Media
Do you need some general tips to prepare for speaking with the media or do you want to better understand the context

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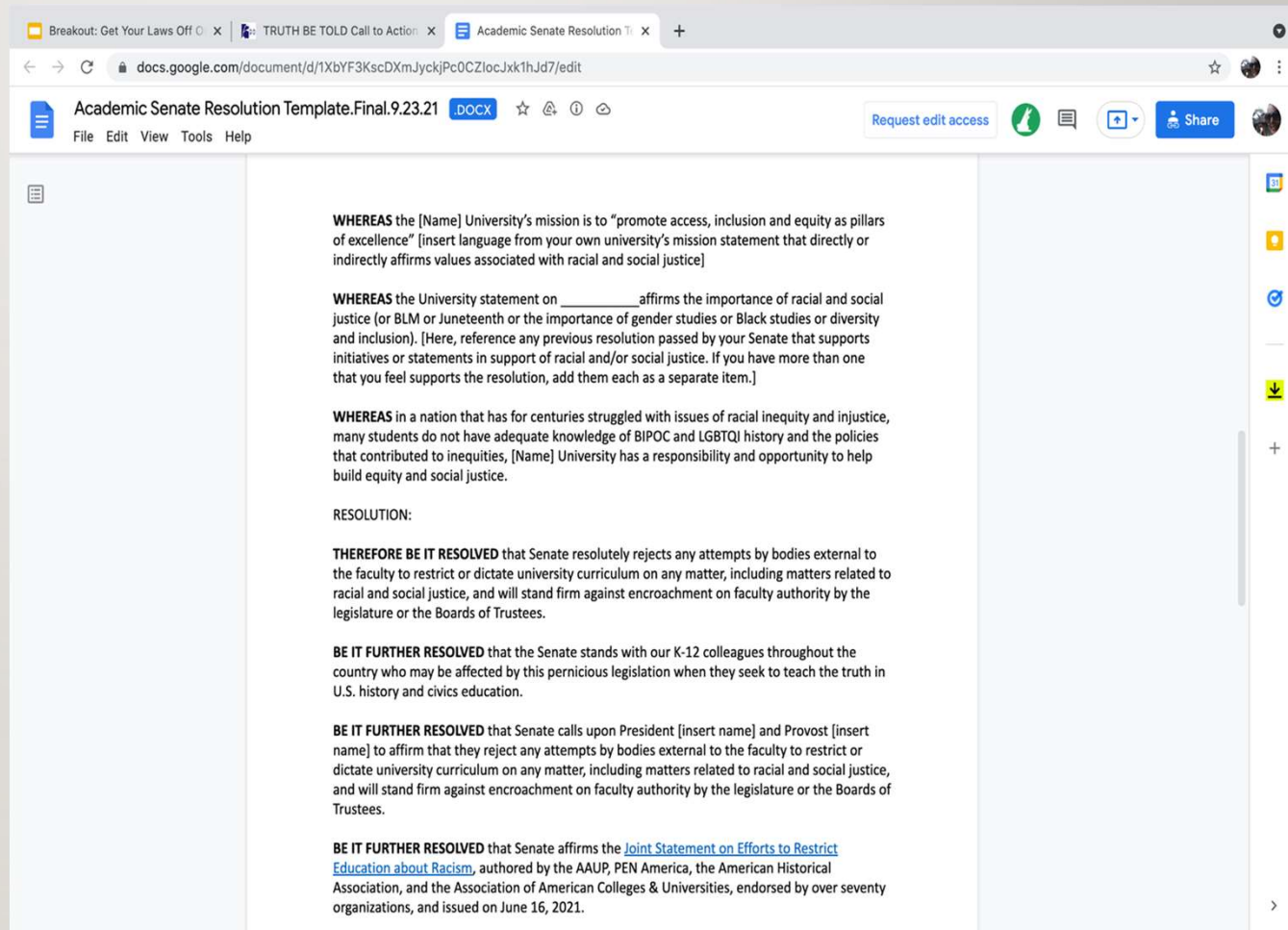
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Find the resolution template here: <https://www.aapf.org/truthbetold-call-to-action>

➤ Adapt the template to your institution.

In many instances, institutional commitments are already in place.



The screenshot shows a Google Docs document titled "Academic Senate Resolution Template.Final.9.23.21". The document content is as follows:

WHEREAS the [Name] University's mission is to "promote access, inclusion and equity as pillars of excellence" [insert language from your own university's mission statement that directly or indirectly affirms values associated with racial and social justice]

WHEREAS the University statement on _____ affirms the importance of racial and social justice (or BLM or Juneteenth or the importance of gender studies or Black studies or diversity and inclusion). [Here, reference any previous resolution passed by your Senate that supports initiatives or statements in support of racial and/or social justice. If you have more than one that you feel supports the resolution, add them each as a separate item.]

WHEREAS in a nation that has for centuries struggled with issues of racial inequity and injustice, many students do not have adequate knowledge of BIPOC and LGBTQ history and the policies that contributed to inequities, [Name] University has a responsibility and opportunity to help build equity and social justice.

RESOLUTION:

THEREFORE BE IT RESOLVED that Senate resolutely rejects any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or the Boards of Trustees.

BE IT FURTHER RESOLVED that the Senate stands with our K-12 colleagues throughout the country who may be affected by this pernicious legislation when they seek to teach the truth in U.S. history and civics education.

BE IT FURTHER RESOLVED that Senate calls upon President [insert name] and Provost [insert name] to affirm that they reject any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or the Boards of Trustees.

BE IT FURTHER RESOLVED that Senate affirms the [Joint Statement on Efforts to Restrict Education about Racism](#), authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities, endorsed by over seventy organizations, and issued on June 16, 2021.

DePaul University Resolution to Defend Academic Freedom to Teach About Race & Gender Justice and Critical Race Theory

Type: Actionable item

Date: September 21, 2021

Sponsors: Valerie C. Johnson and 31 co-sponsors

Passed: unanimously on October 6, 2021

RATIONALE:

WHEREAS state legislative proposals are being introduced and enacted across the United States that target academic discussions of racism, sexism, and related issues in American history in schools, colleges, and universities.

WHEREAS these legislative proposals vary but all seek to prohibit or restrict what they often call “divisive concepts” in the teaching and education of students.

WHEREAS the term “divisive” is indeterminate, subjective, and chills the capacity of educators to explore a wide variety of topics based on subjective criteria that are not applicable to the goals of education and the development of essential critical thinking skills;

WHEREAS educating about systemized barriers to realizing a multiracial democracy based on race or gender should be understood as central to the active and engaged pursuit of knowledge in the 21st century to produce engaged and informed citizens;

WHEREAS DePaul has a stated commitment to diversity, equity, and inclusion (DEI) and to mitigating inequities related to diverse populations.

WHEREAS [DePaul University’s newly revised mission statement](#) affirms that “DePaul compassionately upholds the dignity of all members of its diverse, multi-faith, and inclusive community” and is committed to “promoting peaceful, just, and equitable solutions to social [...] changes.”

WHEREAS [the Message of Solidarity from DePaul University Officers](#) acknowledges that “Racism is woven into the fabric of this country. It is the legacy of slavery, colonization, and the taking by force of lands and peoples to create power and privilege for some while marginalizing many. Despite the efforts of many, the principal objectives of the past decades to combat racism and racial discrimination have not been attained and to the present day, countless human beings continue to be victims of racism, racial discrimination and related intolerance.”

WHEREAS in light of the ongoing reality of violence and discrimination committed against the BIPOC community, DePaul University has committed itself to a sincere reconsideration of policies and practices at DePaul that perpetuate racist patterns.

The Necessity of Humility and Grace

The Courage of One's Convictions