Broadening Participation:

How Gender & Race Theory Inform Our Work

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Introductions:

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Topics for Today

What we'll be discussing
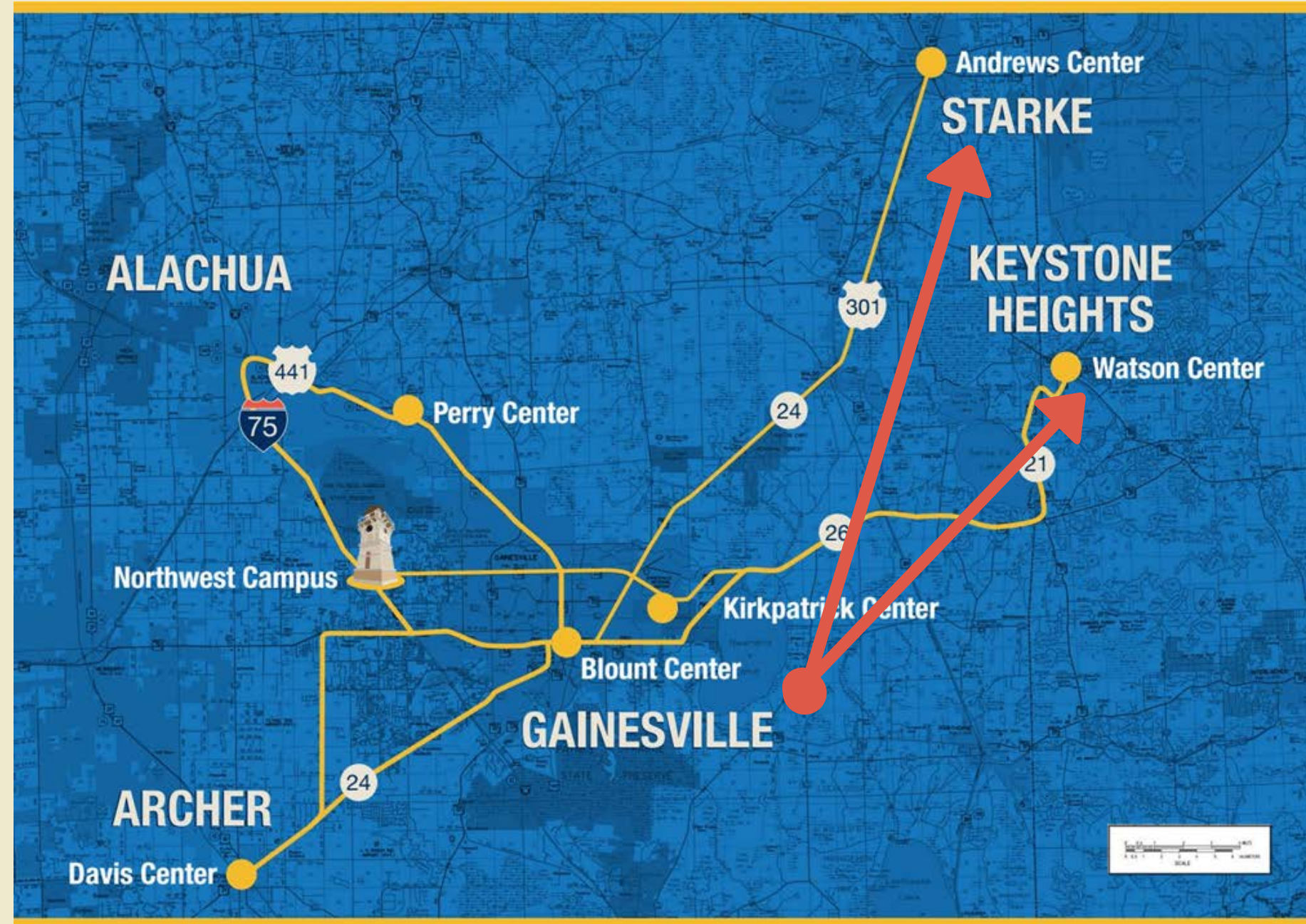
Where We Work

What We Do

Diversity

Race Theory

Gender Theory

Intersectionality

Informing Our Work

Where we WORK

What we DO

Professional Development

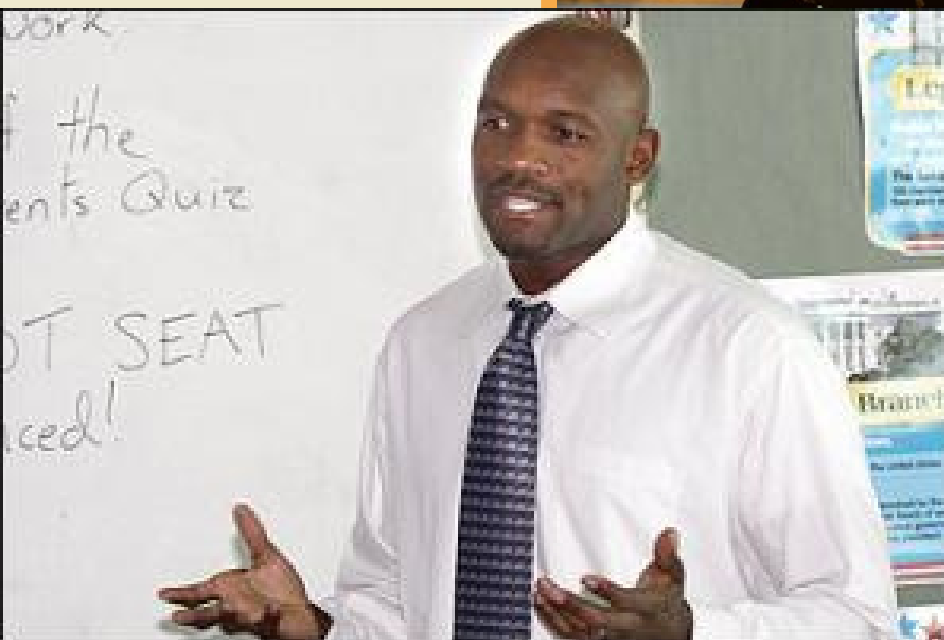**Dissimination & Recruitment**

Instruction

What is diversity...

DIVERSITY

the inclusion of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.

Source: http://www.dictionary.com/browse/diversity

WHY DOES IT MATTER?

INCREASED SATISFACTION AT WORK, SCHOOL, ORGANIZATIONS

REDUCES GROUPTHINK & ENHANCES DECISION MAKING AMOUNGST A LARGER GROUP

MANAGEMENT OF CONFLICT

MAXIMIZE CREATIVITY
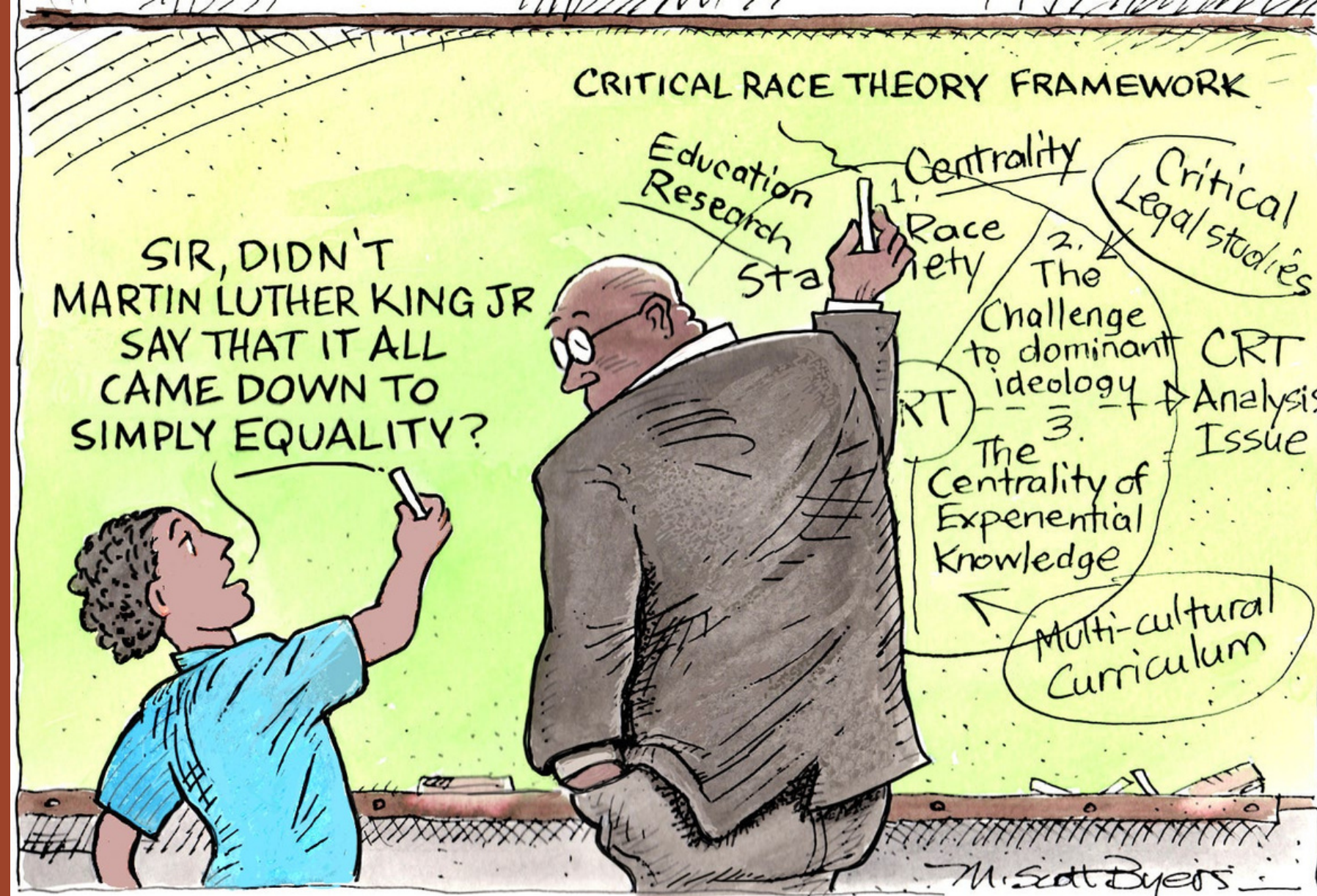
CULTIVATES DIVERSITY MINDSETS

Illustration by M. Scott Byers

Race Theory

Critical race theory (sometimes abbreviated to CRT) is an intellectual approach to looking at U.S. society with a belief that racism is at the core of its laws and institutions.

Gender Theory

the study of what is understood as masculine and/or feminine and/or queer behavior in any given context, community, society, or field of study

...education

...with family

...at work

...in education

How have stereotypes influenced gender roles in your life?

How have gender roles changed over time?

How have you challenged the stereotyping in gender roles?

Patricia Hill Collins

Oppressed groups are frequently placed in the situation of being listened to only if we frame our ideas in the language that is familiar to and comfortable for a dominant group. This requirement often changes the meaning of our ideas and works to elevate the ideas of dominant groups.
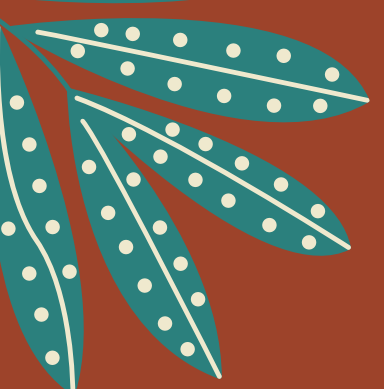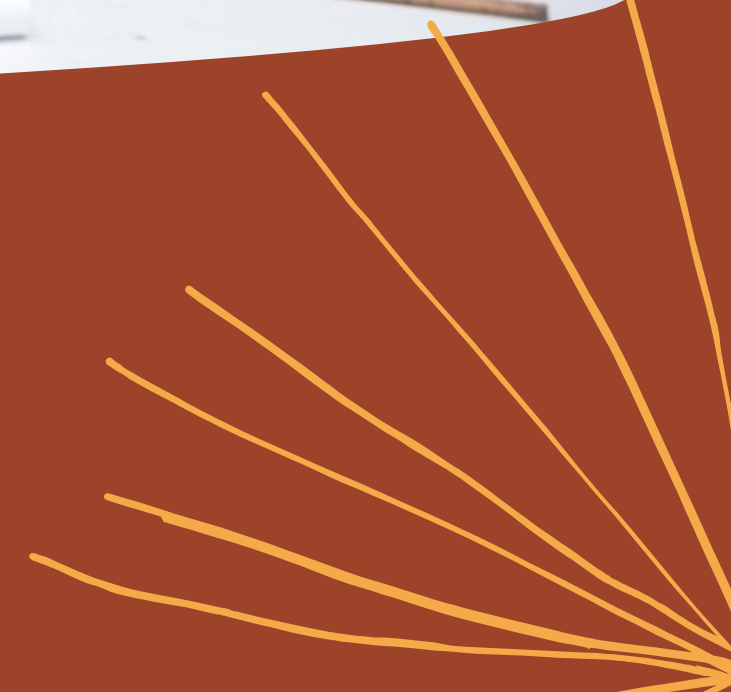
— *Patricia Hill Collins* —

Intersectionality

How does race & gender inform our work?

1. Curriculum
2. Community
3. Culture
4. Collaboration

Project-Based Learning (PBL)

Active Participatory Approach

|	
Flipped Classrooms	Negotiating Strategy
Collaborative Artifacts	Critical Reflection
Interactive Polls	Showcasing Products
Sharing Ideas	Giving Critical Feedback

How does race & gender inform our work?

Project Based Learning: Hands-On Social Experience

- PBL Preferred Over Lecture-Based Instruction
- Social Obstacles are embedded in the Learning Community
- Student Identities Influence Participatory Experience (Steele et al., 2002)
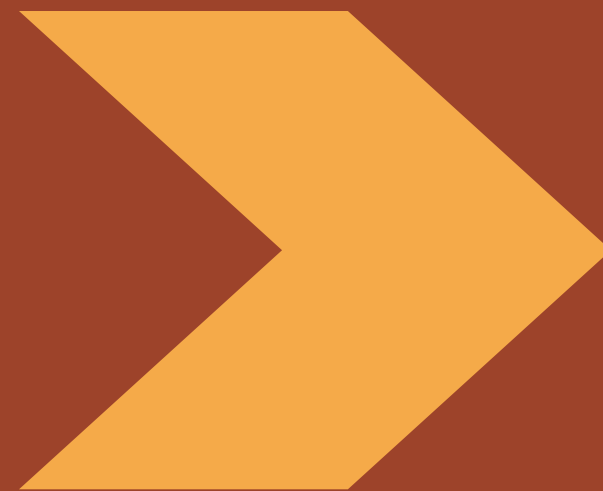- Gender, Ethnicity & Socio-Economic Background
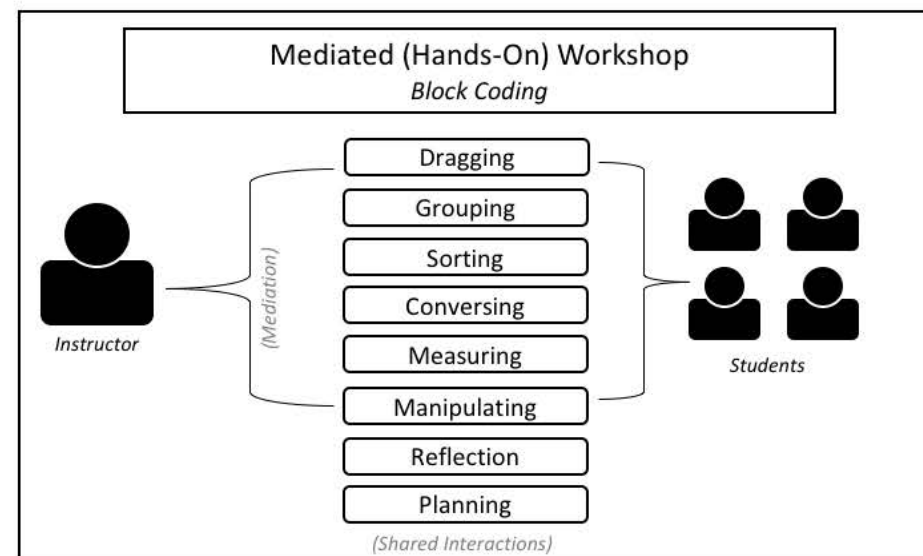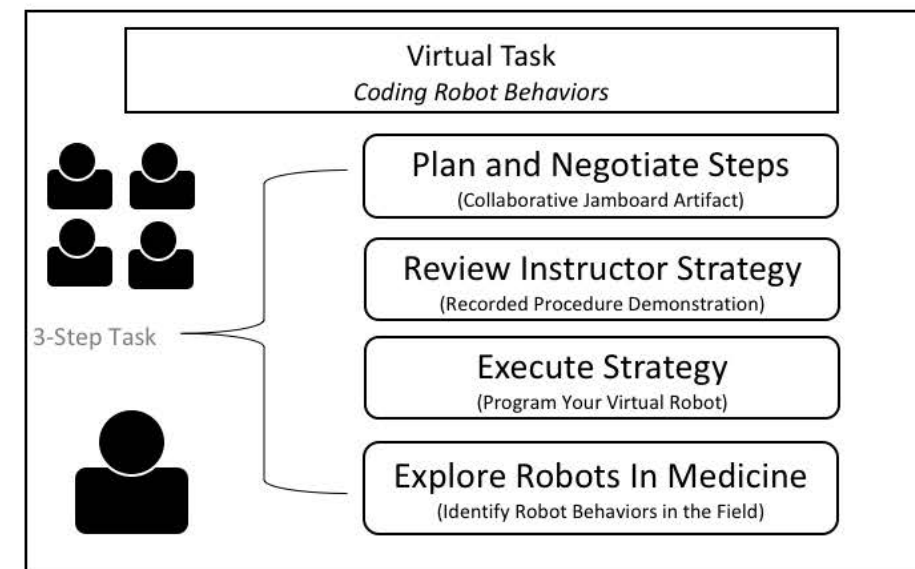
How does race & gender inform our work?
PBL Culture: Gender & Racial Stereotypes

- Gender & Racial Stereotypes Clash the Culture
- Influence the Process and Outcomes of PBL Experience
- Stereotypes are Commonly Upheld in Community Settings

STEREOTYPE

THREAT >

Hinders Participation from Students with Specific Identities.

(Steele et al., 2002)

How does race & gender inform our work?

PBL: Social Experience Is Influenced by Dominant Culture

Student Social Interactions
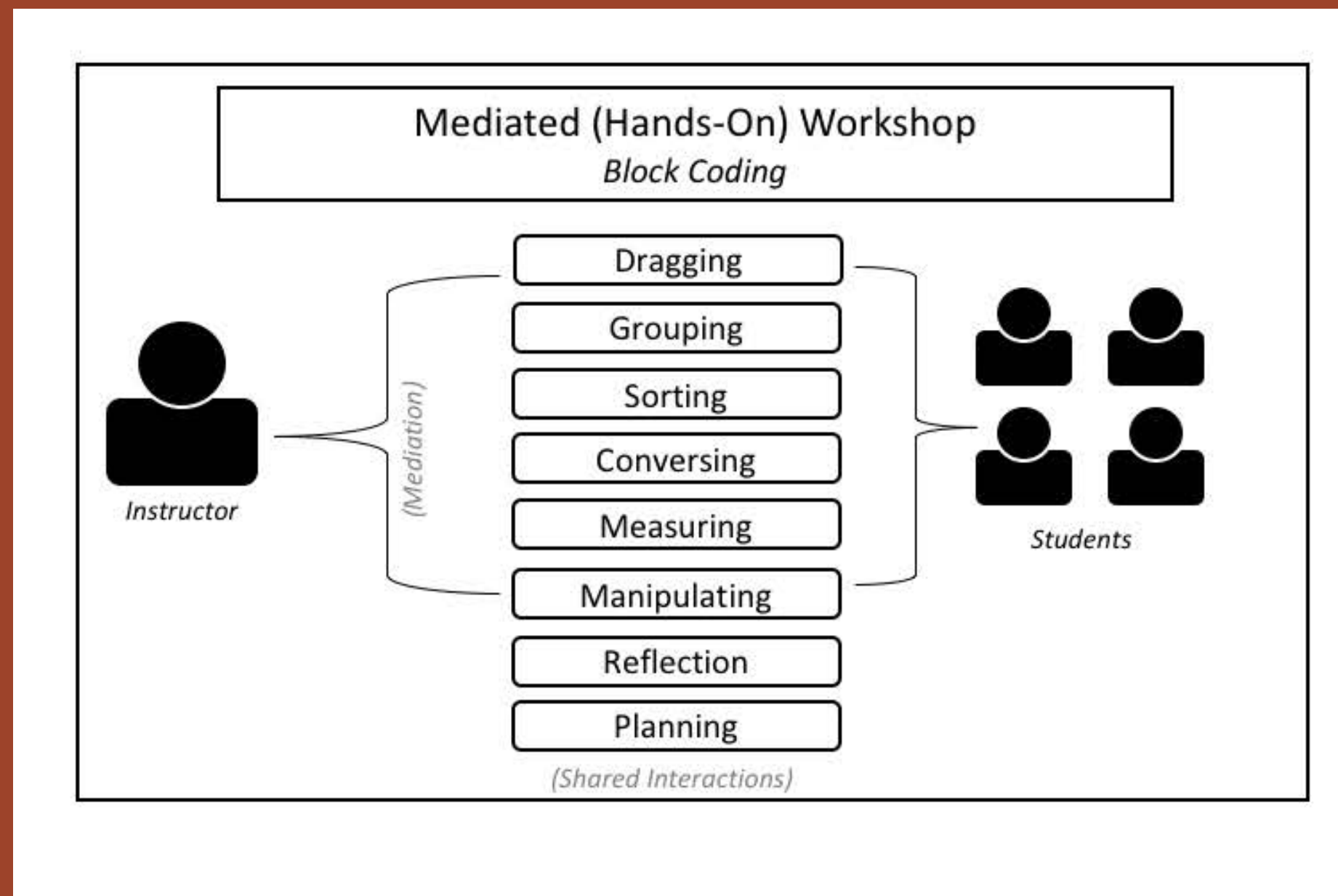
- Climate at Predominantly White Institutions can Saturate the Science Classroom.

Cabrera et al. (2001)

- When encountered with the climate, Minorities are Hesitant to Engage in Active Learning Environments.
-

Cabrera et al. (2001)

Project-Based Learning Community

PBL: Instructor's Role in Building Community Culture

Race and Gender Differences in Perceived Professor Care (Study)
(Rainey et al., 2019)

The Impact of Professor Care on Student Interaction and Sense of Belonging:

- Women of Color Reported Perceiving the Least Amount of Professor Care.
- Different Response in Reasoning

Mediated (Hands-On) Workshop
Block Coding

Dragging
Grouping
Sorting
Conversing
Measuring
Manipulating
Reflection
Planning

Instructor
(Mediation)
Students
(Shared Interactions)
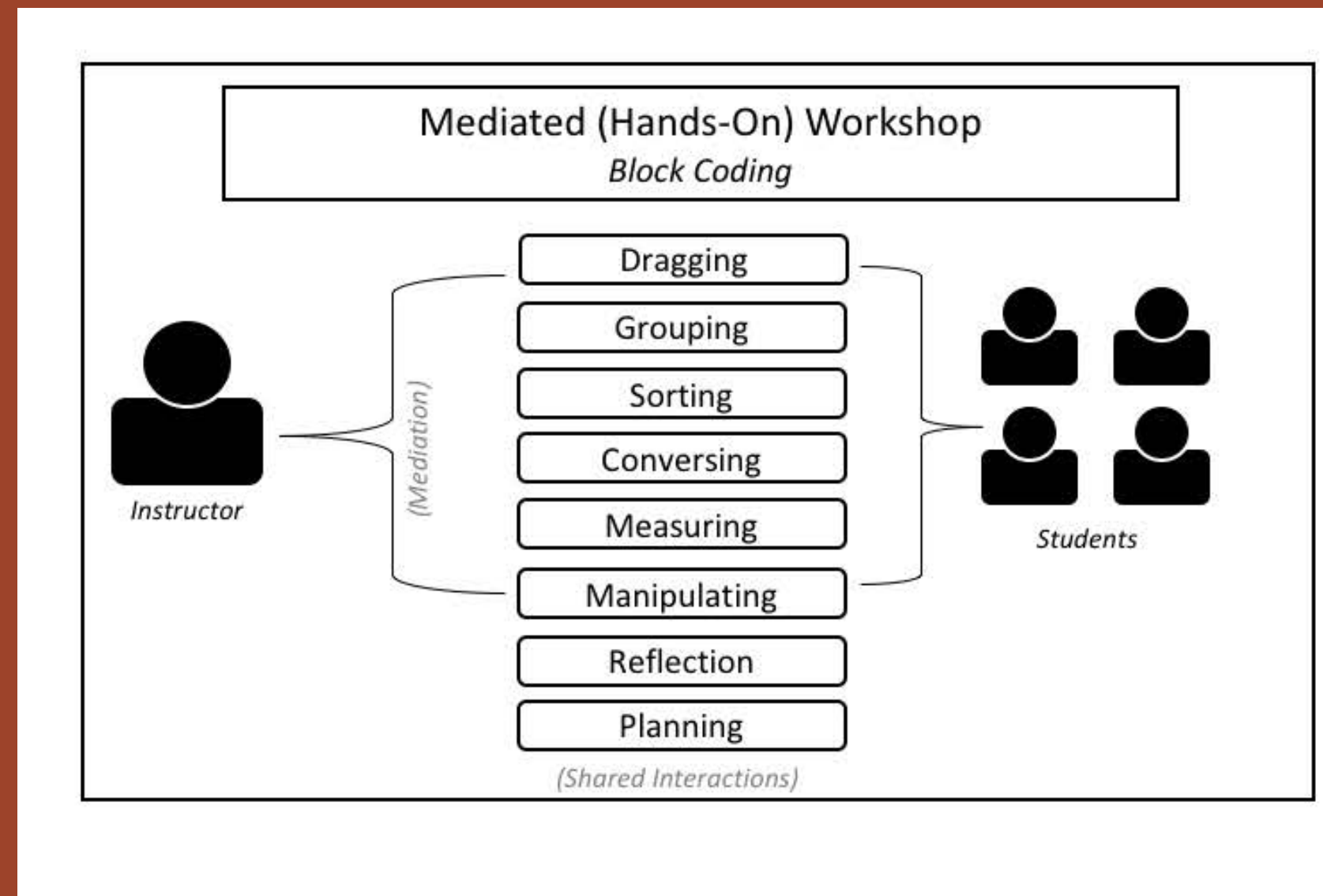
Coach

Model

Manage Interactions

Facilitate

Give Feedback

Plan Critical Reflections

Create Relevant Assets

Informing The Curriculum

Elements of Culturally Responsive Pedagogy

- Intentionally Plan Identity Connections to STEM Curriculum
- Reduce Barriers to STEM Learning Environment
- Broaden Relevant Pathways to STEM

Students Engage in Critical Reflection and Investigation from a Social Perspective
(Ortiz and Davis, 2020)

Podcasting

Digital Porfolios

Vlogging

Creative Art

Digital Artifacts

Utilize these Student Artifacts as Learning Tools
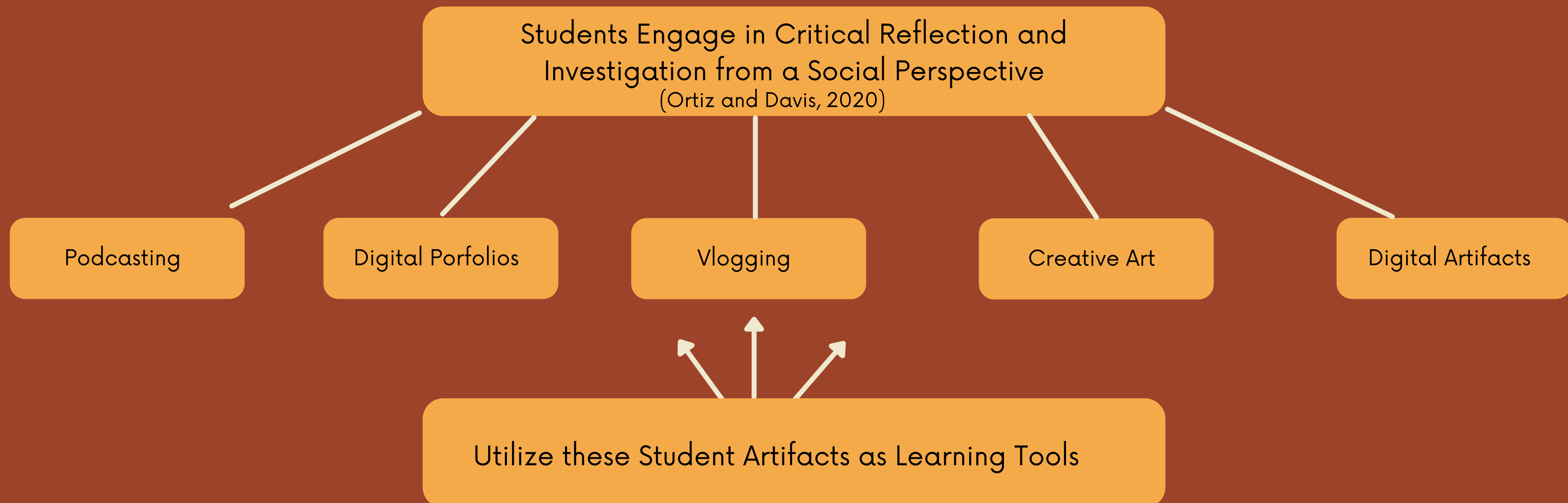
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