

# Race and Ethnicity DEI Considerations

## for Sense of Belonging

### in instructional materials

(created by Lisa Nienkark, Fall 2020)

#### 1. **Welcoming and/or validating for all students**

- Does the material use language and/or images that suggest a welcoming tone?
- What materials and resources include positive representation of students' identities and/or cultural backgrounds?
- To what extent is the material respectful and encouraging of all students?

#### 2. **Representation of identities and cultures**

- How does the material describe identities and racial/cultural backgrounds of all students?
- Whose stories and experiences are included in the materials?
- How are racial/ethnic minority identities or cultures characterized or represented?

#### 3. **Multiple Perspectives**

- To what extent does the material present multiple perspectives or frames of reference from various groups?
- Do the materials encourage students to analyze through lenses of cross-cultural perspectives?
- What resources and materials enable students to view concepts, issues, themes, and problems from several multi-cultural perspectives?

#### 4. **Dominant culture/narrative and counter narratives**

- What materials and resources introduce the 'canon' of the discipline?
- What materials and resources expand the 'canon' to reflect the diverse elements of our society? (counter narratives)
  - What materials and resources are provided in which there are major figures, contributors or historical events other than the dominant White culture?