

TEACHING WITH  
DIVERSITY AND  
INCLUSION IN MIND  
(CAH)

Dr. M. C. Santana, Women's and Gender  
Studies

# INTERDISCIPLINARITY

## • **Women's and Gender Studies field**

Social Class

Sexuality

Race

Ability

Place of Origin

Ethnicity

Age

# CURRICULUM

- Sociology
- English
- Psychology
- Communication
- Philosophy
- History
- STEM
- WST Women's and Gender Studies (over 18 classes)


WOMEN'S AND  
GENDER  
STUDIES AT  
UCF


- Established as an Area Study over 24 years ago
- Undergraduate Minor and Certificate on Gender
- Graduate Certificate on Gender
- Over 65 Faculty Affiliates in campus
- Over 20 Junior Affiliates (graduate students) in campus
- Seven scholarships for students
- Three research grants for faculty

COME CLOSER!

[HTTPS://WGST.CAH.UCF.EDU/](https://wgst.cah.ucf.edu/)

The screenshot shows the homepage of the UCF Women's and Gender Studies program. At the top left is the UCF logo, a stylized green figure, followed by the text "UCF WOMEN'S and GENDER STUDIES" and the tagline "Standing for Justice, Knowledge, and Action". To the right is the SLAM logo, which features three interlocking gears in red and yellow, with the text "SLAM Science Leadership and Mentoring" and "UCF Women's and Gender Studies" around it. Below the logos is a navigation menu with links for Home, Academics, News, Service Learning, Student Resources, Conferences, and Leadership and Mentoring. The main content area features a large image of Ruth Bader Ginsburg. Overlaid on the left side of the image is a quote in a white box: "So that's the dissenter's hope: that they are writing not for today but for tomorrow." Below the quote is the name "RUTH BADER GINSBURG" in white capital letters. At the bottom of the page, there are three columns: "Mission" with a star icon and text about providing education on women's and gender issues; "News" with a star icon and a link to "Deadline extended: Pabst Steinmetz Foundation Arts & Wellness Innovation Awards"; and "Contact" with a speech bubble icon and contact information for the main office (TCH348, 407-823-6502, womenst@ucf.edu).


 **UCF** WOMEN'S and GENDER STUDIES  
*Standing for Justice, Knowledge, and Action*


 SLAM Science Leadership and Mentoring  
UCF Women's and Gender Studies


Home Academics News Service Learning Student Resources Conferences Leadership and Mentoring

“ So that's the dissenter's hope: that they are writing not for today but for tomorrow.

**RUTH BADER GINSBURG**

 **Mission**  
Our **mission** is to provide the best education related to women's and gender issues through our curricular and co-curricular programming on campus, and to enhance diversity and support women and their

 **News**  
**Deadline extended: Pabst Steinmetz Foundation Arts & Wellness Innovation Awards**

 **Contact**  
Main Office: TCH348  
407-823-6502  
womenst@ucf.edu

# SIMPLE STEPS TO BE INCLUSIVE

- **Book Club** (always at the beginning of the term–first month preferably)
  - Student Survey for adopting the book.
- **Publisher** (take time once a year to look for other publishers in book fairs, conventions or a quick online search)
- **Sources** (opinions and analysis are two main components of Academia– use them!)
- **Authors** (allow others to bring their point of view– including non-academics, activists, politicians, youth...)
  - Think for a moment “Who is not at the table right now?”

*DO NOT be afraid to use a part of a book, a chapter, quotes or simply suggest your students to read a book.*

# ASK YOUR AUDIENCE!

Sometimes we forget the class is not for us but for our students!

- After three weeks into a term, I have a quick survey under “**How are you doing in this class?**” It is anonymous. It works like magic! SPIs are higher, student satisfaction is also high and less emails all together!! Allow them a space at the end to add any comments- they do!
- **Navigation in this course on Webcourses is:**
  - Very easy, I feel good about navigating this course
  - Rocky at first, but I'm getting it now
  - Hard, I'm still confused
- ***I feel that the reading difficulty in this course is:***
  - Good! I understand what I am reading, and I am able to demonstrate that within assignments
  - Tricky and I seem to be re-reading to understand
  - Very difficult, I do not understand anything that I am reading

# HOW ARE YOU DOING IN THIS CLASS?

The expectations of this course are:

- Very thorough and clear
- A little confusing
- I do not understand at all what is expected of me within this course

The practice quizzes are very helpful.

- I agree, I feel that they help me know what to expect on the graded quizzes
- Neither agree nor disagree
- I disagree, they DO NOT help at all

There are many engaging activities in this course.

- I strongly agree
- I agree
- Neither agree nor disagree
- I disagree
- I strongly disagree

Instructions in this course are:

- Very Clear
- A little muddy
- I do not understand at all what I have to do for this course

The pace of this course is:

- Too fast
- Just right
- Too slow



# BEING INCLUSIVE

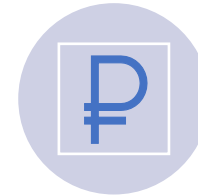
## ALLOWING OTHER VOICES

- Newer ideas (blogs, opinion, news...)
- Other books (perhaps part of a book)
- Opposite views (to further advance discussion)
- Critiques of famous work and authors.

## LISTENING TO MY STUDENTS



ALLOW THEM TO SUGGEST READINGS, AUTHORS, FILMS...



GIVE THEM A WAY OF SENDING YOU IDEAS (EXTRA CREDIT) AROUND THE 6<sup>TH</sup> WEEK OF THE TERM.



ASK THEM TO WRITE A QUESTION FOR A QUIZ, MID TERM OR FINAL EXAM.

# CLASS ACTIVITIES

## ONLINE OR FACE TO FACE

- **Scholar of the Day**

Students are assigned a day or Module when they post or ask questions to ponder based on the class material under that day or Module.

They may compare an opinion, art piece, performance, or other ways of expression to what they are studying and contemporary times.

They may ask for possible action, steps to take or initiatives to fight over necessary change.

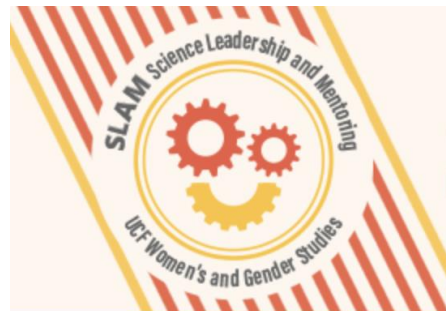
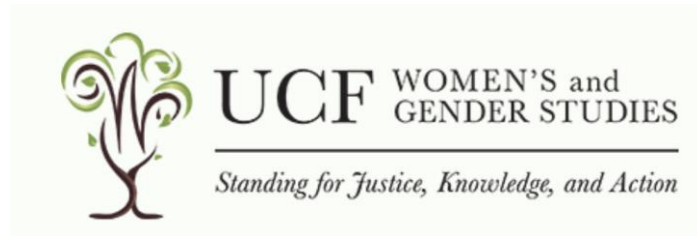
## MONTH CELEBRATIONS

- JANUARY Human Trafficking Month- read with questions to ponder current news on the issue (national as well as international)
- FEBRUARY Black History Month- Library of Congress, Mary Church Terrell papers- a class on using primary materials.
- MARCH Women's History Month- Latinx Voices in Contemporary Literature Panel
- APRIL National Deaf History Month- (March 13 to April 15) -featuring **Ashley Fiolek** (born 1990) is an American former professional motocross racer and stunt actor and **Haben Girma** (born 1998), first deaf-blind individual to graduate from Harvard Law School.

# COLLABORATE WITH OTHER FIELDS

## GRAPHIC DESIGN

- Class projects with *GRA3202 Type & Design* class with Dr. Joo Kim, SVAD  
Working on two logos for Women's and Gender Studies  
Working on titles and logos for History/WGST event.



## LIBRARY SCIENCE

- Metadata original entries for Special Collection and Archives, John C. Hitt, Mr. Benjamin David, Mary Rubin and Christopher Saclolo.
- Collaboration for Women's First at UCF project.

# COLLABORATIONS

## HISTORY DEPARTMENT

- Women's First at UCF- digital interviews on faculty, student and staff who occupied the first time a position at UCF with Dr. Robert Cassanello and Dr. Anne Bubriski (WGST)
- Dr. Bubriski's *WST 3015 Introduction to Women's Studies* class trained with Dr. Cassanello and conducted interviews for the project.

# ALL ABOUT STUDENTS!!!

## STUDENT LED

- **Reading Circles** (last three classes of each term)

Websites, readings, music given as choice to select.

Students need to select a group and add two new sources to the list.

Topics include:

Reproductive Rights; Sexuality

War & Violence; Motherhood & Families;

Environmental Justice; Popular Culture

## STUDENT CREATED

- **ZINES** - as a Mid Term Exam

A zine is a small-circulation self-published work of original or appropriated texts and images, usually reproduced via a copy machine. Content has to match class.

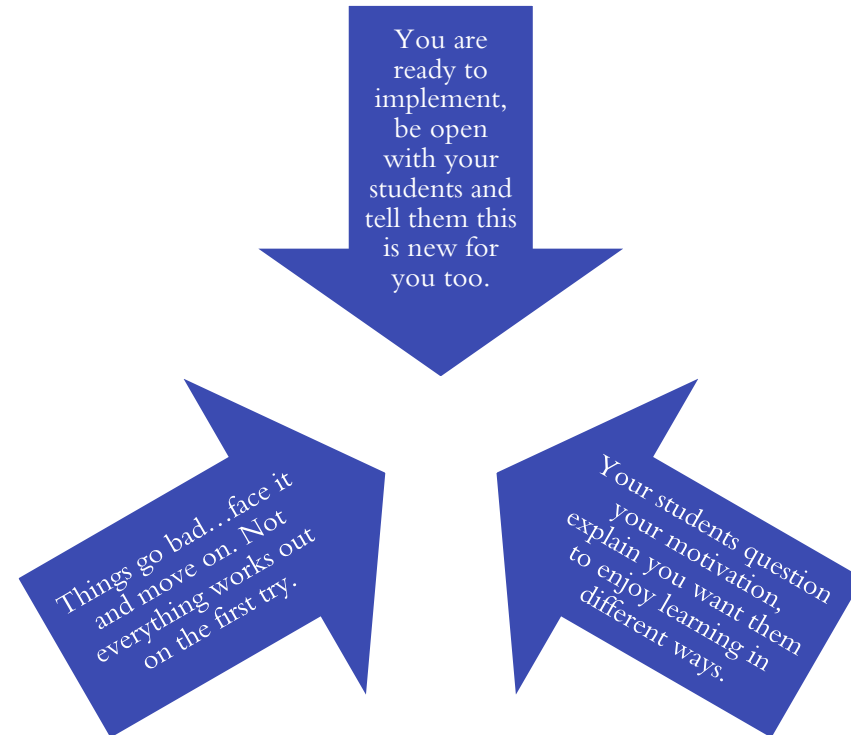


# TRY BABY STEPS

## IF ...

- You are not sure how to start, ask a friend if they might do it together with you.
- You don't know where to start, start with content you love and are very comfortable with...but add a twist.
- You want to collaborate with me...send me an email [santana@ucf.edu](mailto:santana@ucf.edu)

## WHEN...



THANK YOU!

- Enjoy teaching!