

2020
**DIVERSITY & INCLUSION
TEACHING
RESOURCES**



2020 Academy of Management Meeting
Professional Development Workshop co-sponsored by the Gender
and Diversity in Organizations, Organizational Behavior, and Human
Resources Divisions

A NOTE

In August 2020, management scholars convened for the first virtual Academy of Management Conference. As part of this conference, the Gender and Diversity in Organizations (GDO) Division hosted a Professional Development Workshop (PDW) called “Tips, Tricks, and New Ideas for Approaching Equity, Diversity, and Inclusion in the Classroom”. The goal of this PDW was to bring together a community of instructors looking to share advice and learn more about integrating diversity, equity, and inclusion (DEI) topics in the classroom.

This session included teaching tips and stories from an esteemed set of DEI researchers: **Dr. Stephan Böhm** (University of St. Gallen), **Dr. Stephanie Creary** (Wharton School of Business), **Dr. Oscar Holmes IV** (Rutgers School of Business-Camden), and **Dr. Alison Konrad** (Ivey Business School). In addition, we solicited advice, tips, and recommendations from participants and members of the GDO community. This list of resources is a compilation of the advice gathered as a result of this initiative. We thank everyone who contributed to this list of resources and hope others find it useful in effectively bringing DEI topics into the classroom.

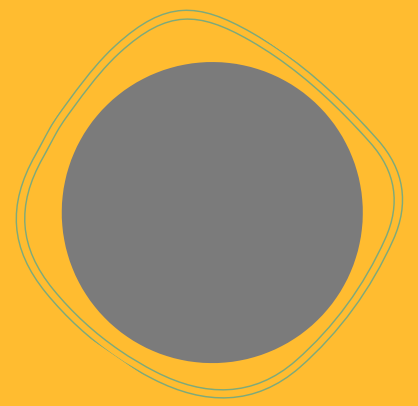
Best,

Tiffany Trzebiatowski, Colorado State University

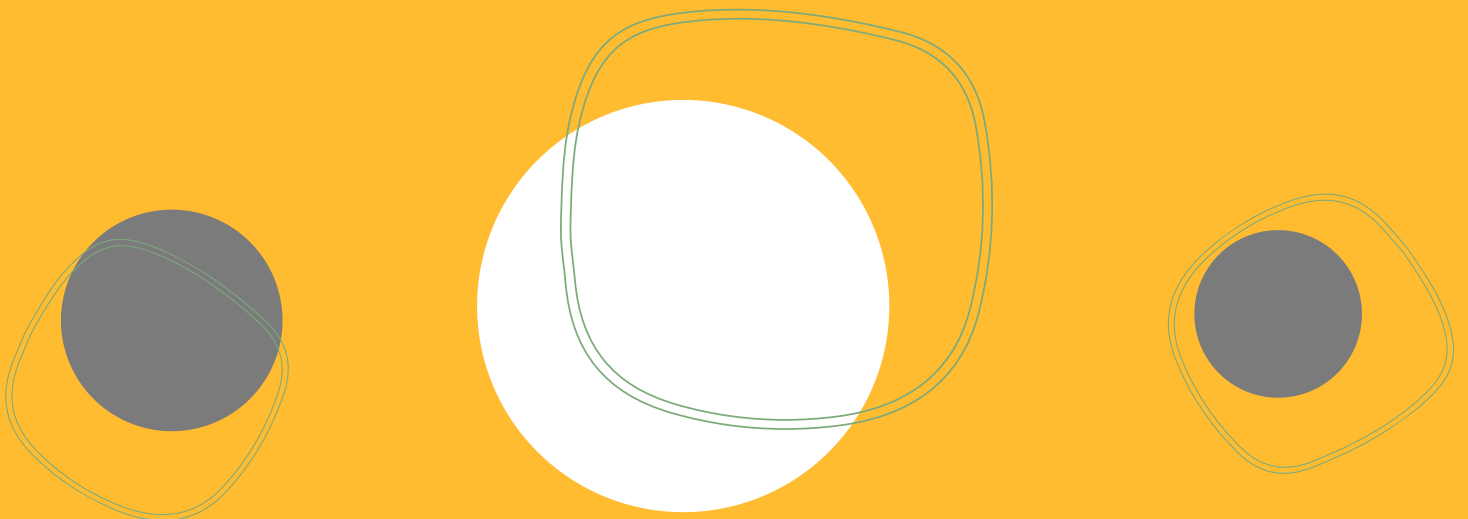
Rebecca Paluch, UBC Sauder School of Business

SURVEY RESPONSES

TIPS AND TRICKS



- Prepare to be extremely open-minded and patient
- Incorporate D&I into class discussions
 - (e.g. in a discussion of football players and CTE, discussing the role of racial stereotypes)
- Flip race, gender, disability status etc. of the person and see if the action in the story seems weird to flip
 - For example, if a female employee is described as "bossy" in an evaluation scenario, I'll ask students to think about this evaluation comment if it were applied to a male employee's evaluation.
- Establish respectful classroom guidelines in a collaborative manner early in the course
- Implicit bias assessments, identity mapping with guided small group discussion
- The orange/lemon exercise works to show how persistent stereotypes are
- Create opportunities to work and learn in small (virtual) groups
 - Helps create relationships "in the class"
- Use cases from the news to lead group discussions
- Integrate DEI in every aspect of the course (not just as unit that can be compartmentalized)
 - Ex: an interview with the BLM movement leaders as shared leadership
- Share own personal story to showcase diversity that is not always visible
 - Ex: first generation student, mom, migrant background



SYLLABI AND OTHER RESOURCES

RESOURCE LINKS (CLICK TITLE FOR LINK)

- 1 LinkedIn Learning: Diversity, Inclusion and Belonging for All
- 2 Identity Signs Activity: Social Just Toolbox
- 3 Social Identity Wheel Activity: Inclusive Teaching at U-M
- 4 Five Free Online Courses
- 5 List of Organizations to Donate to or Get Involved With
- 6 Anti-Oppressive Practice
- 7 Lemon Exercise in Stereotyping

SYLLABI

CLICK TO VISIT SYLLABI IN LIBRARY



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PRESENTATION RESOURCES

PANELIST SLIDES

CLICK TITLES FOR SLIDES

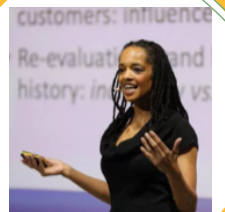


IDEAS FOR TEACHING D&I DR. STEPHEN BÖHM

University of St.Gallen
Center for Disability and Integration

TEACHING DEI RESOURCES DR. STEPHANIE J. CREARY

The Wharton School, University of Pennsylvania

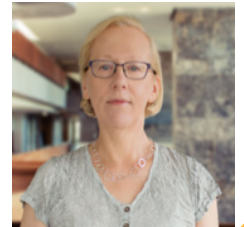


SAMPLE D&I EXERCISES AND DE-ESCALATION STRATEGIES DR. OSCAR HOLMES IV

Rutgers School of Business- Camden

TEACHING DEI WITH CASES DR. ALLISON KONRAD

Ivey Business School



**THANK YOU TO EVERYONE
WHO CONTRIBUTED THEIR
OWN TIPS, TRICKS, AND
NEW IDEAS TO THIS LIST
OF RESOURCES!**

Including:

Dr. Nicole Dillard, Dr. Brad
Fulton, Dr. Cindi Gillilan, Dr.
Laura E.M. Traavik,
and everyone who completed
the survey!