

Moore College of Art & Design Faculty: Diversity and Inclusion Guiding Principles



Moore faculty strive to create a studio/classroom environment in which they acknowledge and actively engage issues of race, ethnicity, religion, socioeconomic class, age, gender, sexual orientation, and differences and abilities as an essential part of the student experience. Our goal is to foster equity through a deep understanding of diverse peoples, cultures, and perspectives. We encourage all students to actualize their full potential as creative, intellectually engaged participants in civic communities.

OUR ACTIONS AS FACULTY ARE GUIDED BY THE FOLLOWING PRINCIPLES:

- Listen to others and encourage collaboration.
We are stronger as a group when our uniqueness is valued.
- Reach out if you see someone in need of support.
We are concerned about others.
- Treat others with respect.
We believe in fairness for all
- Value all opinions as valid and fair
We encourage many voices be heard

STEPS FACULTY CAN TAKE TO FOSTER A MORE INCLUSIVE LEARNING ENVIRONMENT:

I will strive to:

- promote pluralism in my classroom where the voices of students of all ethnicities, genders, classes, religions, and backgrounds have equal footing.
- make my classroom both a safe and brave space for discussion.
- be mindful of including a diverse roster of artists, designers, writers, and thinkers
- as guest speakers and critics.
- include readings, films, exhibitions, or other activities authored by a diverse roster of people.
- develop reciprocity and collaboration among students by ensuring respect for the opinions and perspectives of all students.
- promote dialogue and discussion around inclusion that is grounded in civility and respect.
- thoughtfully prompt and guide considerate discussions of subject matter pertaining to race, gender, politics, and equality whenever appropriate.

SHARED RESOURCES

Please contribute to this shared database of recommended readings, films, exhibitions, or other activities to further develop our worldview as global citizens. This is an opportunity to share resources and to help expand and diversify the Connolly Library's collection.

https://docs.google.com/spreadsheets/d/14DTiVaeg7_vJ_FMC_hYaLnW11Y92vladlXH-i_D4lUE/edit?ts=5c5f8621#gid=0

¹ Principles of Diversity, <http://www.scrippscollege.edu/diversity/about/pacdi/principles-of-diversity>

² Diversity, Equity, And Inclusion Guiding Principles, <http://diversity.lbl.gov/dio/>