

# Building Equitable Education Systems: Understanding Race, Ethnicity, Power, and Privilege

## Fall 2022 Syllabus

**Important Note:** This syllabus, along with course assignments and due dates, are subject to change. It is the student's responsibility to check Canvas for corrections or updates to the syllabus. Any changes will be clearly noted in a course announcement or through email.

### Using this document

This document was developed using Styles for both navigation and Accessibility reasons. An easy way to navigate this document is to turn on the Navigation Pane. To turn on the Navigation Pane in Word, click View and check the box next to Navigation Pane, then click the heading of the section you wish to view to navigate directly to that section.

\*You may have to download the document to the desktop Word App for this to function properly.

### Course Information

#### Instructor Information

**Instructor:** Yue Li

**Office:** 447 in the College of Professional Studies

**Virtual Office Hours:** By appointment & every Thursday from 3-5pm Central Time

**Office Telephone:** NA

**E-mail:** [yue.li@uwsp.edu](mailto:yue.li@uwsp.edu)

#### Course Information

**Course Description:** Explore strategies for actively combatting racism by changing systems, structures, policies, practices and attitudes to create more equitable learning environments for all. This course will cover topics

such as social identity theory, critical race theory, intersectionality, the use of anti-racist and decolonizing pedagogies, and delves into an understanding of race, ethnicity, privilege, and power as they are embedded in everyday structures, institutions and systems.

**Credits:** 3

**Prerequisite:** Admission into the EdD program, certificate program, or special permission by Director.

### Expected Instructor Response Times

- o I will attempt to respond to student emails within 24 hours. If you have not received a reply from me within 24 hours please resend your email.
- o I will attempt to reply to and assess student discussion posts within 48 hours of discussions closing.
- o I will attempt to grade written work within 72 hours, however longer written assignments may take me longer to read and assess.

### Communicate with your Instructor

If you find that you have any trouble keeping up with assignments or other aspects of the course, make sure you let your instructor know as early as possible. As you will find, building rapport and effective relationships are key to becoming an effective professional. Make sure that you are proactive in informing your instructor when difficulties arise during the semester so that we can help you find a solution.

### \*Textbook & Course Materials (Bibliography)

#### **Required Text:**

**You will have free access to the eBook via Canvas.**

Adams, M., Bell, L. A., Goodman, D. J., Shlasko, D., Briggs, R. R., & Pacheco, R. (Eds.). (2022). Teaching for diversity and social justice. Taylor & Francis Group.

#### **Recommended Texts & Other Readings:**

All other recommended readings and linked files in Canvas.

#### **\*Course Learning Outcomes**

Through taking this course, you will be able to:

1. Interpret race, ethnicity, power and privilege in the education system (Module 1-4).
2. Analyze multiple forms of oppression and their intersections (Module 1).
3. Apply social identity theory and critical race theory within teaching and learning environments (Module 1).
4. Identify pedagogies to enhance equitable and inclusive learning (Module 2).
5. Develop strategies to enhance your intercultural competence (Module 3).
6. Propose actions to enhance equity in the education system (Module 4).

You will meet the outcomes listed above through a combination of the following activities in this course:

1. Attend the 5 synchronous Zoom sessions.
2. Complete readings and reflections.
3. Conduct individual and group projects.
4. Participate in your PLC meetings and Canvas discussions.

## Course Structure

This course will be delivered entirely online through the course management system Canvas. You will use your UWSP account to log in to the course from the [Canvas Login Page](#). If you have not activated your UWSP account, please visit the [Manage Your Account](#) page to do so.

### \*Attendance

We will have 5 synchronous Zoom sessions throughout the semester (7-8pm Central Time on September 8, September 29, October 27, November 17, and December 15). If you are not able to attend any of them, please contact the instructor beforehand to discuss alternatives.

### \*Topic Outline/Schedule

**Important Note:** Refer to the Canvas course home page for pertinent information. Activity and assignment details will be explained in detail within each week's corresponding Module. As tasks come due, they will appear in your "to do" list. If you have any questions, please contact your instructor.

- **Module 1: Theoretical Foundations and Isms**
  - Topic: Students will read key literature on social identity theory, critical race theory and different forms of oppression.
  - Readings: Articles are linked on Canvas.
  - Activities: Discussion posts/comments, Zoom session.

- Dates: Sep 8 – Sep 29 (Week 1 – 3)
- **Module 2: Pedagogies and curriculum**
  - Topic: Students will review key literature on inclusive pedagogies and reflect on their own curriculum design.
  - Readings: Articles are linked on Canvas.
  - Activities: Discussion posts/comments, Zoom session.
  - Dates: Sep 30 – Oct 27 (Week 4 – 7)
- **Module 3: Intercultural Competence**
  - Topic: Students will review literature on intercultural competence, develop strategies to enhance their intercultural competence and draft their equity statement.
  - Culturally relevant
  - Readings: Articles are linked on Canvas.
  - Activities: Discussion posts/comments, develop strategies, Zoom session.
  - Dates: Oct 28 – Nov 17 (Week 8 – 10)
- **Module 4: Action in the Education System**
  - Topic: Students will propose actions to enhance equity in the education system.
  - Readings: Articles are linked on Canvas.
  - Activities: Discussion posts/comments, action plan, Zoom session.
  - Dates: Nov 18 – Dec 15 (Week 11 – 14)

## Student Expectations


In this course you will be expected to complete the following types of tasks.

- communicate via email
- complete literature searches
- read documents online
- view online videos
- participate in online discussions
- Submit assignments to Canvas
- participate in synchronous Zoom sessions

## Technology

### Canvas Support



Click on the  button in the global (left) navigation menu and note the options that appear:

Support Options	Explanations
<p><b>Ask Your Instructor a Question</b> Submit a question to your instructor</p>	Use <b>Ask Your Instructor a Question</b> sparingly; technical questions are best reserved for Canvas personnel and help as detailed below.
<p><b>Chat with Canvas Support (Student)</b> Live Chat with Canvas Support 24x7!</p>	<b>Chatting with Canvas Support (Student)</b> will initiate a <i>text chat</i> with Canvas support. Response can be qualified with severity level.
<p><b>Contact Canvas Support via email</b> Canvas support will email a response</p>	<b>Contacting Canvas Support via email</b> will allow you to explain in detail or even upload a screenshot to show your particular difficulty.
<p><b>Contact Canvas Support via phone</b> Find the phone number for your institution</p>	Calling the Canvas number will let Canvas know that you're from UWSP; phone option is available 24/7.
<p><b>Search the Canvas Guides</b> Find answers to common questions</p>	<b>Searching the <u>Canvas guides</u></b> connects you to documents that are searchable by issue. You may also opt for <b><u>Canvas video guides</u></b> .
<p><b>Submit a Feature Idea</b> Have an idea to improve Canvas?</p>	If you have an idea for Canvas that might make instructions or navigation easier, feel free to offer your thoughts through this <b>Submit a Feature Idea</b> avenue.

*All options are available 24/7; however, if you opt to email your instructor, s/he may not be available immediately.*

- Self-train on Canvas through the Self-enrolling/paced Canvas training course

#### Course Technology Requirements

- View this website to see minimum recommended computer and internet configurations for Canvas.
- You will also need access to the following tools to participate in this course.
  - a. webcam
  - b. microphone
  - c. printer
  - d. a stable internet connection (don't rely on cellular)

If you encounter issues with Canvas, please contact Canvas Support directly by clicking the Help Button (question mark inside a circle) located at the bottom of the left navigation bar in Canvas.

If you have concerns, please contact the instructor directly.

## Protecting your Data and Privacy

UW-System approved tools meet security, privacy, and data protection standards. For a list of approved tools, visit this website.

<https://www.wisconsin.edu/dle/external-application-integration-requests/>

Tools not listed on the website linked above may not meet security, privacy, and data protection standards. If you have questions about tools, contact the UWSP IT Service Desk at 715-346-4357.

Here are steps you can take to protect your data and privacy.

- Use different usernames and passwords for each service you use
- Do not use your UWSP username and password for any other services
- Use secure versions of websites whenever possible (HTTPS instead of HTTP)
- Have updated antivirus software installed on your devices

## RECOMMENDED SYLLABUS LANGUAGE FOR INSTRUCTORS WHO INTEND TO USE APPLICATIONS OR SERVICES THAT HAVE NOT BEEN APPROVED BY UW-SYSTEM

This course requires posting of work online that is viewable only by your classmates. None of the work submitted online will be shared publicly. Some assignments require account creation for online programs. The instructor of this course will not share your academic records (grades, student IDs). Confidentiality of student work is imperative, so you should not share the work of your peers publicly without their permission. By participating in these assignments, you are giving consent to sharing of your work with others in this class and you recognize there is a small risk of your work being shared online beyond the purposes of this course. Examples of additional risks include data mining by the company providing the service, selling of your email to third parties, and release of ownership of data shared through the tool. If you elect to not participate in these online assignments due to confidentiality concerns, then an alternate assignment will be offered to you. [**UWSP Handbook Chapter 9 Section 5**]

## Technology Support

- Visit with a [Student Technology Tutor](#)
- Seek assistance from the [IT Service Desk](#) (Formerly HELP Desk)
  - a. IT Service Desk Phone: 715-346-4357 (HELP)
  - b. IT Service Desk Email: [techhelp@uwsp.edu](mailto:techhelp@uwsp.edu)

## Grading Policies

### Completing Assignments

**All assignments for this course will be submitted electronically through Canvas unless otherwise instructed.** Assignments must be submitted by the given deadline or special permission must be requested from instructor *before the due date*. Extensions will not be given beyond the next assignment except under extreme circumstances.

All discussion assignments must be completed by the assignment due date and time. Late or missing discussion assignments will affect the student's grade.

### Graded Course Activities

Click the **Grades** link in Canvas to access the gradebook and view feedback from your instructor. Click the **Syllabus** link to see a chronological listing of assignments. Overall assignments and accompanying points are listed below:

<b>Module</b>	<b>Description</b>	<b>Points</b>
Introduction	Meet your fellow students	5
1	Reading reflections	10
1	PLC presentation (Zoom)	10
2	Reading reflections	10
2	Equity statement draft	10
2	PLC equity issues (Zoom)	5
3	Reading reflections	10
3	Equity statement feedback	5
3	PLC progress (Zoom)	5
4	Reading reflections	10
4	Equity statement final	10
4	PLC strategies (Zoom)	10
	Total points possible	100

### Late Work Policy

Be sure to pay close attention to deadlines. If you need an extension, please discuss with the instructor beforehand.

### \*Letter Grade Assignment

Final grades assigned for this course will be based on the percentage of total points earned and are assigned as follows:

<b>Letter Grade</b>	<b>Percentage</b>
A	93-100%
A-	90-92.99%
B+	87-89.99%
B	83-86.99%
B-	80-82.99%
C+	77-79.99%
C	73-76.99%
C-	70-72.99%
D+	67-69.99%
D	60-66.99%
F	Below 60%

### Participation

Students are expected to participate in all online activities as listed on the course calendar. If you are not able to attend any Zoom sessions, please contact the instructor for alternatives.

### Viewing Grades in Canvas

Points you receive for graded activities will be posted to Grades. Click on the Grades link to view your points.

Your instructor will update the online grades each time a grading session has been complete—typically 7 days following the completion of an activity. You will see a visual indication of new grades posted on your Canvas home page under the link to this course.

### Other Policies

#### Absences due to Military Service

As stated in the UWSP Catalog, you will not be penalized for class absence due to unavoidable or legitimate required military obligations, or medical appointments at a VA facility, not to exceed two (2) weeks unless special permission is granted by the instructor. You are responsible for notifying faculty members of such circumstances as far in advance as possible and for providing documentation to the Office of the Dean of Students to verify the reason for the absence. The faculty member is responsible to provide reasonable accommodations or opportunities to make up exams or other course assignments that have an impact on the course grade. For absences



due to being deployed for active duty, please refer to the [Military Call-Up Instructions for Students](#).

## Academic Honesty Policy & Procedures

### **Student Academic Disciplinary Procedures**

#### UWSP 14.01 Statement of principles

The board of regents, administrators, faculty, academic staff and students of the university of Wisconsin system believe that academic honesty and integrity are fundamental to the mission of higher education and of the university of Wisconsin system. The university has a responsibility to promote academic honesty and integrity and to develop procedures to deal effectively with instances of academic dishonesty. Students are responsible for the honest completion and representation of their work, for the appropriate citation of sources, and for respect of others' academic endeavors. Students who violate these standards must be confronted and must accept the consequences of their actions.

#### UWSP 14.03 Academic misconduct subject to disciplinary action.

(1) Academic misconduct is an act in which a student:

- (a) Seeks to claim credit for the work or efforts of another without authorization or citation;
- (b) Uses unauthorized materials or fabricated data in any academic exercise;
- (c) Forges or falsifies academic documents or records;
- (d) Intentionally impedes or damages the academic work of others;
- (e) Engages in conduct aimed at making false representation of a student's academic performance; or
- (f) Assists other students in any of these acts.

(2) Examples of academic misconduct include, but are not limited to: cheating on an examination; collaborating with others in work to be presented, contrary to the stated rules of the course; submitting a paper or assignment as one's own work when a part or all of the paper or assignment is the work of another; submitting a paper or assignment that contains ideas or research of others without appropriately identifying the sources of those ideas; stealing examinations or course materials; submitting, if contrary to the rules of a course, work previously presented in another course; tampering with the laboratory experiment or computer program of another student; knowingly and intentionally assisting another student in any of the above, including assistance in an arrangement whereby any work, classroom performance, examination or other activity is submitted or performed by a person other than the student under whose name the work is submitted or performed.

## Clery Act

The US Department of Education requires universities to disclose and publish campus crime statistics, security information, and fire safety information annually. Statistics for the three previous calendar years and policy statements are released on or before October 1<sup>st</sup> in our [Annual Security Report](#). Another requirement of the Clery Act, is that the campus community must be given timely warnings of ongoing safety threats and immediate/emergency notifications. For more information about when and how these notices will be sent out, please see our [Jeanne Clery Act](#) page.

## Commit to Integrity

As a student in this course (and at this university) you are expected to maintain high degrees of professionalism, commitment to active learning and participation in this class and also integrity in your behavior in and out of the classroom.

## Confidentiality

Learning requires risk-taking and sharing ideas. Please keep your classmates' ideas and experiences confidential outside the classroom unless permission has been granted to share them.

## Copyright infringement

This is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act. Each year students violate these laws and campus policies, putting themselves at risk of federal prosecution. For more information about what to expect if you are caught, or to take preventive measures to keep your computing device clean, visit our [copyright page](#).

## Dropping UWSP Courses

It is the student's responsibility to understand when they need to consider unenrolling from a course. Refer to the UWSP [Academic Calendar](#) for dates and deadlines for registration. After this period, a serious and compelling reason is required to drop from the course. Serious and compelling reasons includes: (1) documented and significant change in work hours, leaving student unable to attend class, or (2) documented and severe physical/mental illness/injury to the student or student's family.

## Drug Free Schools and Communities Act

The Drug Free Schools and Communities Act (DFSCA) requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the

establishment of a drug and alcohol prevention program. The Center for Prevention lists information about alcohol and drugs, their effects, and the legal consequences if found in possession of these substances. Center for Prevention – DFSCA

### \*Equal Access for Students with Disabilities

UW-Stevens Point will modify academic program requirements as necessary to ensure that they do not discriminate against qualified applicants or students with disabilities. The modifications should not affect the substance of educational programs or compromise academic standards; nor should they intrude upon academic freedom. Examinations or other procedures used for evaluating students' academic achievements may be adapted. The results of such evaluation must demonstrate the student's achievement in the academic activity, rather than describe his/her disability.

*If modifications are required due to a disability, please inform the instructor and contact the Disability and Assistive Technology Center.*

### FERPA

The Family Educational Rights and Privacy Act (FERPA) provides students with a right to protect, review, and correct their student records. Staff of the university with a clear *educational need to know* may also have to access to certain student records. Exceptions to the law include parental notification in cases of alcohol or drug use, and in case of a health or safety concern. FERPA also permits a school to disclose personally identifiable information from a student's education records, without consent, to another school in which the student seeks or intends to enroll.

Lecture materials and recordings for EDSU 908 are protected intellectual property at UW-Stevens Point. Students in this course may use the materials and recordings for their personal use related to participation in this class. Students may also take notes solely for their personal use. If a lecture is not already recorded, you are not authorized to record my lectures without my permission unless you are considered by the university to be a qualified student with a disability requiring accommodation. [Regent Policy Document 4-1] Students may not copy or share lecture materials and recordings outside of class, including posting on internet sites or selling to commercial entities. Students are also prohibited from providing or selling their personal notes to anyone else or being paid for taking notes by any person or commercial firm without the instructor's express written permission. Unauthorized use of these copyrighted lecture materials and recordings constitutes copyright infringement and may be addressed under the

university's policies, UWS Chapters 14 and 17, governing student academic and non-academic misconduct.

## Help Resources

<b>Tutoring</b>	<b>Advising</b>	<b>Safety and General Support</b>	<b>Health</b>
Tutoring and Learning Center helps with Study Skills, Writing, Technology, Math, & Science. CCC, ext 3568	Academic and Career Advising Center, CCC, ext 3226	Dean of Students Office, 212 Old Main, ext. 2611	Counseling Center, Delzell Hall, ext. 3553. Health Care, Delzell Hall, ext. 4646

## Inclusivity Statement

I have experience working with diverse audiences in a variety of physical and cultural settings, which has enabled me to better understand the importance of diversity, inclusion, justice and equity. I am committed to making education accessible to and creating inclusive learning environments for students with diverse backgrounds. I will create a safe learning environment where ethnic, racial, cultural and gender differences are respected. I will also use active learning approaches such as teamwork to foster collaboration among students with diverse backgrounds. Further, I will bring diverse perspectives to the classroom and welcome different ideas from students.

If you have experienced a bias incident (an act of conduct, speech, or expression to which a bias motive is evident as a contributing factor regardless of whether the act is criminal) at UWSP, you have the right to report it using this [link](#). You may also contact the Dean of Students office directly at [dos@uwsp.edu](mailto:dos@uwsp.edu).

## Incomplete Policy

Under emergency/special circumstances, students may petition for an incomplete grade. An incomplete will only be assigned if you have successfully completed 80% of the assignments. All incomplete course assignments must be completed within one month after the course ends unless other arrangements are made with the instructor.

## Netiquette Guidelines

Netiquette is a set of rules for behaving properly online. Your instructor and fellow students wish to foster a safe online learning environment. All opinions and experiences, no matter how different or controversial they may be perceived, must be respected in the tolerant spirit of academic discourse. You are encouraged to comment, question, or critique an idea but you are not to attack an individual. Working as a community of learners, we can build a polite and respectful course community.

The following netiquette tips will enhance the learning experience for everyone in the course:

1. Do not dominate any discussion.
2. Give other students the opportunity to join in the discussion.
3. Do not use offensive language. Present ideas appropriately.
4. Be cautious in using Internet language. For example, do not capitalize all letters since this suggests shouting.
5. Popular emoticons such as ☺ or / can be helpful to convey your tone but do not overdo or overuse them.
6. Avoid using vernacular and/or slang language. This could possibly lead to misinterpretation.
7. Never make fun of someone's ability to read or write.
8. Share tips with other students.
9. Keep an "open-mind" and be willing to express even your minority opinion. Minority opinions have to be respected.
10. Think and edit before you push the "Send" button.
11. Do not hesitate to ask for feedback.
12. Using humor is acceptable

Adapted from:

Mintu-Wimsatt, A., Kernek, C., & Lozada, H. R. (2010). *Netiquette: Make it part of your syllabus*. *Journal of Online Learning and Teaching*, 6(1). Retrieved from [http://jolt.merlot.org/vol6no1/mintu-wimsatt\\_0310.htm](http://jolt.merlot.org/vol6no1/mintu-wimsatt_0310.htm)

Shea, V. (1994). *Netiquette*. Albion.com. Retrieved from: <http://www.albion.com/netiquette/book/>.

## Religious Beliefs Accommodation

It is UW System policy ([UWS 22](#)) to reasonably accommodate your sincerely held religious beliefs with respect to all examinations and other academic requirements.

You will be permitted to make up an exam or other academic requirement at another time or by an alternative method, without any prejudicial effect, if:

- There is a scheduling conflict between your sincerely held religious beliefs and taking the exam or meeting the academic requirements; and
- You have notified your instructor within the first three weeks of the beginning of classes (first week of summer or interim courses) of the specific days or dates that you will request relief from an examination or academic requirement.
- Your instructor will accept the sincerity of your religious beliefs at face value and keep your request confidential.
- Your instructor will schedule a make-up exam or requirement before or after the regularly scheduled exam or requirement.
- You may file any complaints regarding compliance with this policy in the Equity and Affirmative Action Office.

## Title IX

UW-Stevens Point is committed to fostering a safe, productive learning environment. Title IX and institutional policy prohibit discrimination on the basis of sex, which includes harassment, domestic and dating violence, sexual assault, and stalking. In the event that you choose to disclose information about having survived sexual violence, including harassment, rape, sexual assault, dating violence, domestic violence, or stalking, and specify that this violence occurred while a student at UWSP, federal and state laws mandate that I, as your instructor, notify the Title IX Coordinator/Office of the Dean of Students.

Please see the information on the [Dean of Students webpage](#) for information on making confidential reports of misconduct or interpersonal violence, as well as campus and community resources available to students. For more information see the [Title IX page](#).