

GLOSSARY OF TERMS

Inclusive Pedagogy Seminar

Bernard L. Schwartz Communication Institute

Aversive racism – avoidant reaction of discomfort, anxiety, or fear of other races (as opposed to “dominative racism,” which is more blatant); aversive racists are characterized as having egalitarian conscious, or explicit, attitudes toward people of different races, but negative unconscious, or implicit, racial attitudesⁱ

Cisgender – descriptor for people whose gender identity or expression matches their assigned genderⁱⁱ

Critical pedagogy – habits of thought, reading, writing, and speaking which go beneath surface meanings, first impressions, dominant myths, official pronouncements, traditional clichés, received wisdom, and mere opinions, to understand the deep meaning, root cause, social context, ideology, and personal consequences of any action, event, object, process, organization, experience, text, subject matter, policy, mass media, or discourse.ⁱⁱⁱ

Contrapower harassment – occurs when a person with lesser power within an institution harasses someone with greater power. (i.e. when professors are sexually harassed by their students)^{iv}

Cultural taxation - a way of describing the unique burden placed on minority faculty members in carrying out their responsibility to service the university (i.e. by mentoring more students, serving on more committees, etc.)^v

Culturally responsive teaching - pedagogy that recognizes the importance of including students' cultural references in all aspects of learning^{vi}

Heteronormative – the assumption that heterosexuality is the only normal expression of sexuality

Hidden curriculum - the unwritten, unspoken, implicit (and often unintended) lessons, values, and perspectives that students learn in school^{vii}

Implicit Bias - attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner; these biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. (Also known as implicit social cognition)^{viii}

Multiculturalism - the view that the various cultures in a society merit equal respect and scholarly interest^{ix}

Stereotype Threat - being at risk of confirming, as a self-characteristic, a negative stereotype about one's social group; research has shown that stereotype threat can harm the academic performance of any individual for whom the situation invokes a stereotype-based expectation of poor performance (i.e. women in math)^x

Transgender – descriptor (not a noun) for people who change, cross, or live beyond gender^{xi}

Universal Design – a term borrowed from architecture that describes classroom practices that are devised to accommodate all students, ensuring that those with diverse learning styles and needs have equal access to course materials^{xii}

ⁱⁱ Adam R. Pearson, John F. Dovidio, and Samuel L. Gaertner, “The Nature of Contemporary Prejudice: Insights,” *Aversive Racism, Social and Personality Psychology Compass* 3, no. 3 (2009): 314- 338. <http://research.pomona.edu/sci/files/2011/09/PDF1.pdf>

ⁱⁱ Evin Taylor, “Cisgender Privilege,” in *Readings for Diversity and Social Justice* (New York: Routledge, 2013), 455.

ⁱⁱⁱ CUNY professor Ira Shor quoted in *Start Talking*, 205.

^{iv} Claudia Lampman, “Contrapower Harassment on Campus: Incidence, Consequences, Implications” in *Start Talking*, 19.

^v Cecil Canton, “The “Cultural Taxation” of Faculty of Color in the Academy,” *California Faculty Association Magazine* (2013), <http://www.calfac.org/magazine-article/cultural-taxation-faculty-color-academy>.

^{vi} G. Ladson-Billings, *The Dreamkeepers* (San Francisco: Jossey-Bass Publishing Co., 1994).

^{vii} “Hidden curriculum,” in *The Glossary of Education Reform*, ed. S. Abbott (2014), <http://edglossary.org/hidden-curriculum>.

^{viii} Kirwan Institute for the Study of Race and Ethnicity, “Understanding Implicit Bias,” <http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>.

^{ix} “multiculturalism,” in *The American Heritage New Dictionary of Cultural Literacy, Third Edition* (New York: Houghton Mifflin Company, 2005), <http://www.dictionary.com/browse/multiculturalism>.

^x Steve Stroessner and Catherine Good, “Stereotype Threat: An Overview,” http://diversity.arizona.edu/sites/diversity/files/stereotype_threat_overview.pdf.

^{xi} Ibid.

^{xiii} Susan M. Pliner and Julia R. Johnson, “Historical, Theoretical, and Foundational Principles of Universal Instructional Design in Higher Education,” in *Readings for Diversity and Social Justice*, 478- 481.