

A pair of black-rimmed glasses is positioned horizontally across the upper half of the image, resting on the pages of an open book. The book's pages are visible, with red ribbon bookmarks placed on the left and right sides. The background is a soft, out-of-focus view of the book's pages and the glasses.

How to include diversity and culture in your textbook and other academic writing

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Session Objectives

Explain

Explain why we should highlight diversity in our writing

Examine

Examine strategies for incorporating diversity in your writing

Highlight

Highlight some strategies that should be avoided

Why do we need diversity?



Students will be more prepared for the global society



Opens the door to more employment opportunities for students



Publishers and consumers are looking for diversity in textbooks and other academic writing

Consider your Worldview

- ◇ Your beliefs will come across very quickly in your writing
- ◇ Also encourage your students to examine their own worldviews

African Worldview	Western Worldview
Group Centred	Individuality
Sameness	Uniqueness
Commonality	Differences
Cooperation	Competition
Collective responsibility	Individual rights
Cooperation and interdependence	Separateness and independence
Survival of the tribe	Survival of the fittest
One with nature	Control over nature

Dookran, 2015. Table 2.1 Differences between African and Western Worldviews

Worldview Considerations

- ◆ Avoid colorblind ideologies
- ◆ Examine your own worldview
 - ◆ Cultural humility





Cultural Humility

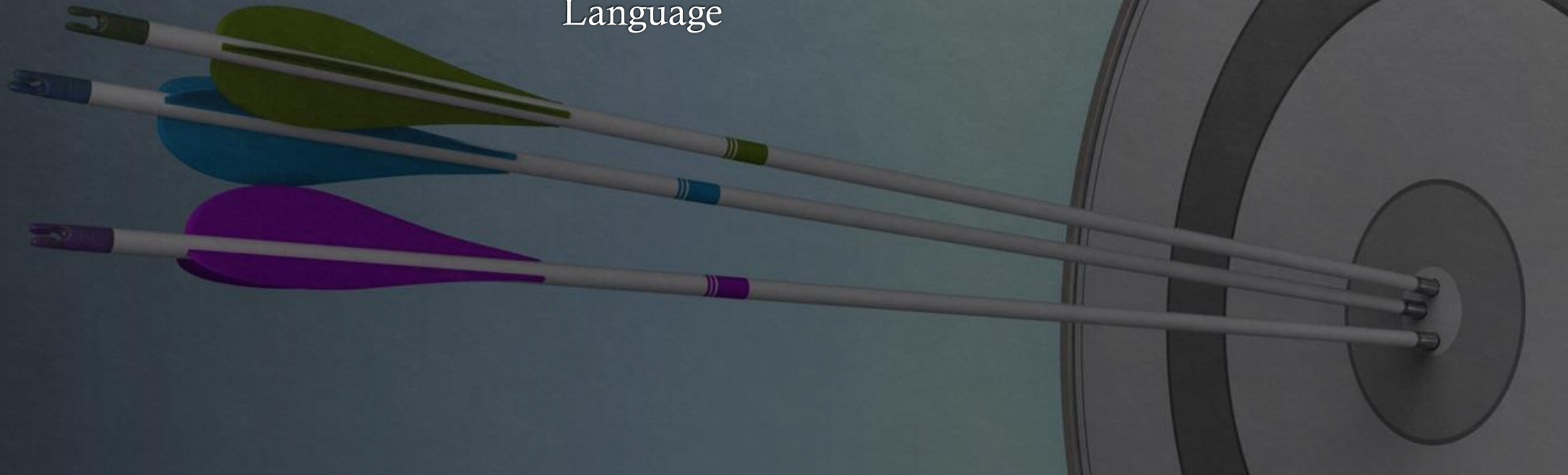
Requires introspection and consideration of one's cultural belief system and how it impacts their interaction with others (Chavez, 2012)

- ◊ How does you valuing or devaluing certain culturally based ideas impact your writing?
- ◊ Do you believe that your cultural values are superior to others' values?
- ◊ Can you respect the values of others even when they are opposed to your values?

Resource: [Project READY: Reimagining Equity & Access for Diverse Youth](#)

Some Specific Suggestions

Language



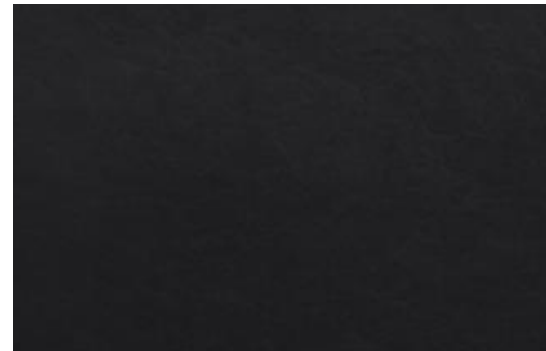


Tips for Ethnicity

- ◇ Use of terms
 - ◇ African American vs. Black
 - ◇ Latinx vs. Latino vs. Hispanic
 - ◇ Asian American vs. Filipino American vs. Indian American
 - ◇ Native American vs. Indigenous American
 - ◇ And the list can go on

Tips for Gender

- ❖ Singular They/Their
- ❖ Avoid unnecessary gendered language
- ❖ Address the transgender population



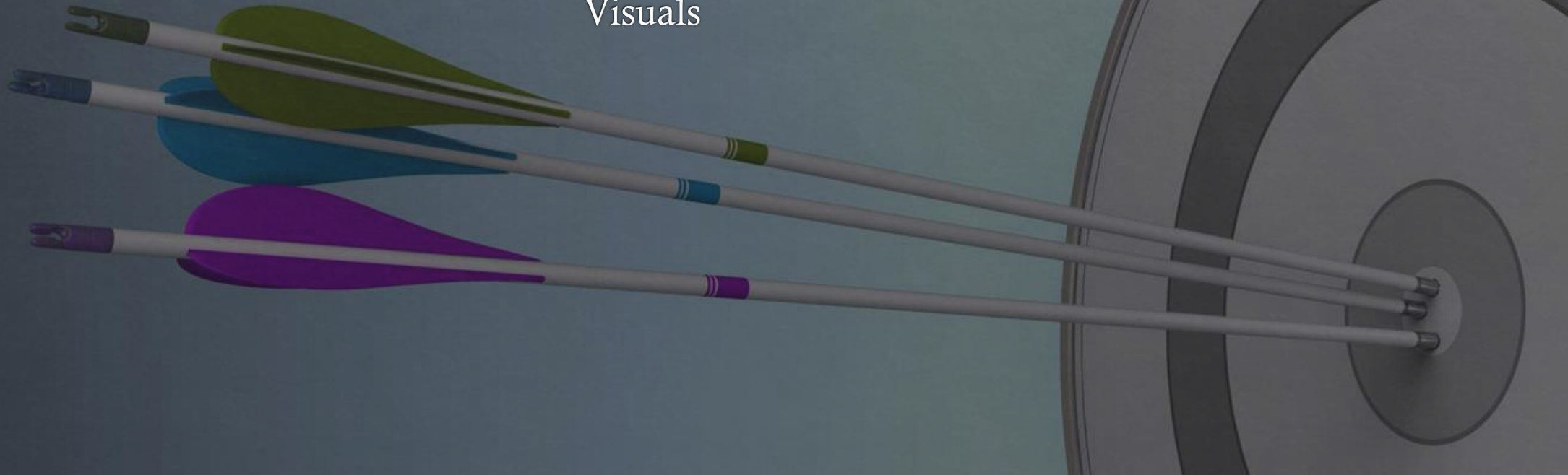
A background image showing the lower bodies and hands of two people. They are wearing rainbow-colored shirts and holding hands. The person on the left has a tattoo on their arm. The person on the right is wearing jeans. The image is slightly blurred and has a dark overlay.

Tips for Sexual Orientation

Heterosexual is
not the default

Some Specific Suggestions

Visuals



Visuals-Ability



CC Ravidreams:
https://upload.wikimedia.org/wikipedia/commons/thumb/c/cd/A_Blind_man.jpeg/800px-A_Blind_man.jpeg



Visuals-Religion



Other Visual Considerations

- ◆ Skin tone (e.g. medical or beauty)
- ◆ Discipline Experts





Other Considerations



Other Considerations

- ◆ Body size and shape
- ◆ Age
- ◆ Ability (remember that they are not all visible)



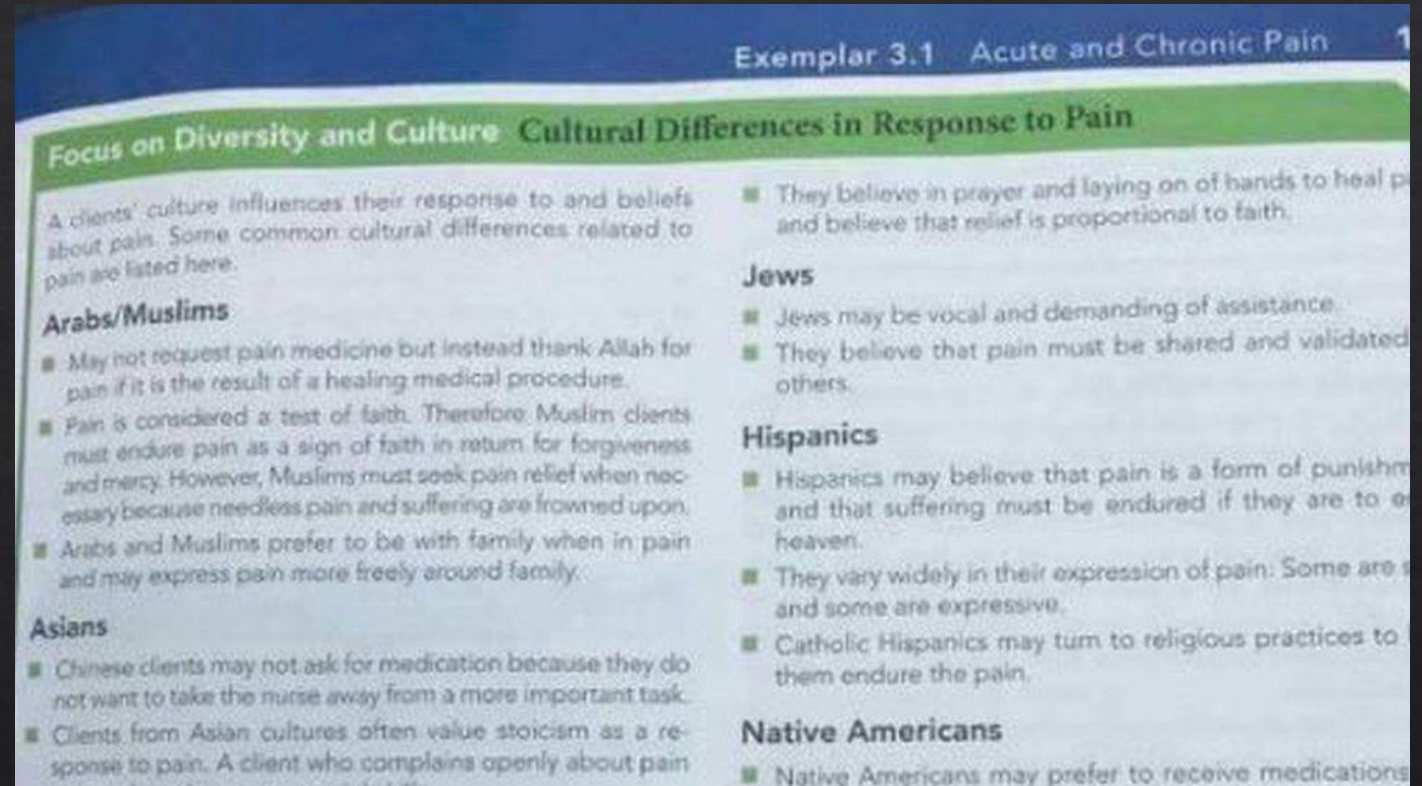
Other Considerations Continued



- ◆ Social justice
- ◆ Who do you cite?
- ◆ Are you covering topics relevant to marginalized groups?
- ◆ Use of case studies

What to Avoid

- ◇ Failing to fact check
- ◇ Using a framework that marginalizes readers further
 - ◇ Meritocracy
 - ◇ Not calling out oppression
- ◇ Discussing diversity in just one chapter



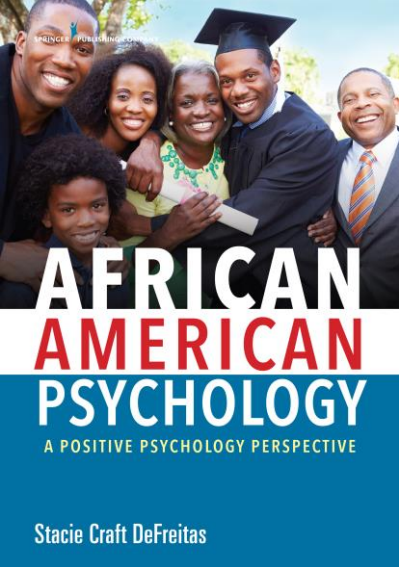
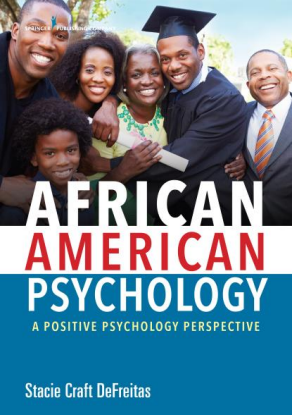


TABLE 5.1 Myths Concerning the SGL African American Community

MYTH	FACT
African Americans are sexually promiscuous and morally deficient	This myth was born out of slavery and used to justify the sexual objectification of African Americans and has no basis in fact
African American men are more likely to engage in down-low behavior (publicly living as heterosexuals but privately having sex with men) than European American men	There is no evidence that African American men are more likely to engage in this behavior than European American men
Men who are in committed relationships to women and have unprotected sex with men are likely to spread sexually transmitted infections	Men who are in committed relationships with women and have unprotected sex with anyone (man or woman) are equally likely to spread sexually transmitted infections
Lesbians want to be or naturally look like men	There is no indication that lesbians look or want to look like men
Lesbians are unattractive or less attractive than heterosexual women	There is no evidence that being a lesbian is related to physical attractiveness
Lesbians have had traumatic experiences with men and have turned to romantic relationship with women as a result	Though bisexual and lesbian women have experienced higher rates of sexual violence, there is no research suggesting that it causes their sexual orientation
Gay men are like or want to be women	There is no research support that gay men are like or want to be women
Gay men are weak	There is no research support that gay men are weak
Sexual orientation is a choice	Sexual orientation is no more a choice for the SGL community than it is for heterosexuals

SGL, same gender loving.

Source: From Greene, B. (2009). African American lesbians and gay men: Life between a rock and a hard place. In H. A. Neville, B. M. Tynes, S. O. Utsey, H. A. Neville, B. M. Tynes, & S. O. Utsey (Eds.), *Handbook of African American Psychology* (pp. 311–331). Thousand Oaks, CA: Sage Publications, Inc.; Human Rights Campaign. (n.d.). *Sexual Assault and the LGBTQ Community*. Retrieved from <https://www.hrc.org/resources/sexual-assault-and-the-lgbt-community>



INDIVIDUAL ISSUES

SEXUAL ORIENTATION

When SGL couples are interracial this may lead to increased discrimination for them. This may be a result of the fact that an interracial SGL couple is more easily identified as a couple than a couple of the same ethnicity—who are likely to be viewed as friends or family—and therefore are more likely to receive homophobic treatment as well as racist treatment (Greene, 2009).

INDIVIDUAL ISSUES

SOCIOECONOMIC STATUS

The influence of discrimination and racism on African Americans differs by SES. First, African Americans of higher SES report more exposure to discrimination than those of lower SES (Lewis & Van Dyke, 2018). This is likely due to greater exposure to individuals who are not African American within the workplace and in their communities. However, those of higher incomes have greater access to resources that will help them to cope with discrimination (Brondolo, 2015), which may be related to why the stress hormone cortisol decreases at a higher rate among those who have higher incomes (DeSantis et al., 2015). This means that though African Americans of lower SES experience less discrimination, the effects may be similar to or higher than those of high SES due to fewer resources to cope with it. This suggests that ethnicity and SES interact within African Americans in a complicated way.

INDIVIDUAL ISSUES

AGE

Though getting support from one's family is typical in the African American family, as African Americans get older, giving and receiving social support within the family drops off considerably (Taylor et al., 2016). This is likely because they lose family connections as older family members die. However, it is less likely that older African Americans experience this huge decline in social support if they have adult children (Taylor et al., 2016). The adult children play a role in keeping their parents connected with their families.



Take Away Messages

- ◇ Consider your own worldview and how it impacts your writing
- ◇ Educate yourself on topics particularly relevant to your discipline
- ◇ Create a plan for how you will address issues of diversity in your writing
- ◇ Gather resources that you can refer to when engaging in writing
- ◇ Participate in diverse writing groups

Leo Tolstoy

“Everyone thinks
of changing the
world, but no one
thinks of changing
[their]self.”

Questions?

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