Diversity and Inclusion: Strategies and Resources for Inclusive Classrooms

Kimberly Mealy, PhD
Senior Director of Diversity and Inclusion
Diversity and Inclusion Goals

- Broaden and deepen APSA’s programming on diversity and inclusion
- Support Underrepresented Groups
- Address/remove systemic racism and inequities
- Establish a climate of RESPECT

Desired outcomes

- Increased diversity, inclusion, and access
- Welcoming and Inclusive APSA meetings /events
- DEI across governance, programming

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D&I Programmatic Strategies

Increase diversity, equity, and inclusion access across the profession by:

• Engaging in Recruitment Efforts
• Implementing Retention Strategies
• Supporting Advancement
• Collecting Data
• Working with Departments and Stakeholders
• Fostering a Climate of RESPECT

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APSA Diversity and Inclusion Programs

- Ralph Bunche Summer Institute (1986)
- Diversity Fellowship Program (MFP 1969)
- Minority Student Recruitment Program (1989)
- Mentor Program (2003)
- Indigenous Scholars Discussion Group (2017)
- Status Committees (1969) - Governance Affinity groups

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APSA Diversity and Inclusion Programs

• APSA Lee Ann Fujii Diversity Fellowship Travel Grant (new)

• Dissertation Research Improvement Grants (DDRIG) (new)

• Diversity Advancement Grants (new)
  • Early Career Scholars from UR Backgrounds
  • Indigenous Scholars and Indigenous Political Science

• First Generation Scholar Grants

• Diversity Spotlight on Departments
Spotlight: APSA Minority Student Recruitment Program (MSRP) 2020-2021

500+ students enrolled:
- RBSI, Grad School Info Fair and Self-enrolled Students
- Grad dates: 2016 – 2022
- Contact info, areas of study
- Local students invited to participate in Grad School Fair

40 APSA MSRP departments enrolled
- Access to student database
- Best practices meetings 2x/year
- Faculty & students submit names
- APSA encourages waiver of graduate application fees
- Invitation to APSA Grad School Info Fair @Annual Meeting

For more info, visit: https://www.apsanet.org/msrp

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2020-2021 MSRP Survey Data

In a recent survey of MSRP departments, (N=20 departments)

• 20% require GRE’s with application
• 50% have application fees of $80 or higher
• 85% offer fee waivers
• 50% offer fee waivers to RBSI Scholars, DFP, & MSRP
• Some departments offer waivers due to COVID, for financial need, and to students in fed govt programs

Source: APSA D&I survey to MSRP departments, Dec. 2020
Where to find APSA resources to help with incorporating diverse & inclusive teaching materials?

Visit us online at:

- APSA Diversity and Inclusion Programs
- APSA Diversity and Inclusion Resources
- Systemic Racism Teaching Resources
- APSA Teaching & Learning Syllabi Collection
- Online Syllabi Collection
- Teaching Symposia
- APSA Educate

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More APSA Teaching Resources

- Diversity and Inclusion Report
- JPSE – Journal of Political Science Education Inclusive Reading List
- Virtual Symposia on Gender, Race, Ethnicity and Diversity articles
- Organized Section Syllabi Collections (visit the section’s page)
- APSA Teaching and Learning Page
Additional APSA Resources

- Data on the Profession
- Best practices and resource tools
- Workshops, Syllabi, Short courses
- Task Force on Systemic Inequalities
- Professional Development
- Funding Opportunities for Members and Departments
- Chairs workshop and portal

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Best practices for promoting diversity, equity & inclusion

• Develop a Strategic Commitment to Diversity, Equity, Inclusion at the departmental & institutional level

• Create a Culture and Climate of Inclusivity and respect: i.e. APSA RESPECT

• Data collection, metrics (e.g. task force reports, APSA & Federal Demographic Data)

• Engage Students in Early / Repeated Interventions: advising, mentoring, RBSI, Bridge & REU Programs, Grad feeder Programs

• Incorporate Diversity and Inclusivity in Curriculum and Syllabi

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How can you make your syllabus more inclusive?

- Review, Update your syllabus
- Add a diverse collection of readings/scholars to your syllabus
- Invite a Diverse Group of Class Speakers

Where to look?
- People of Color Also Know Stuff (POCAK)
- Women Also Know Stuff (WAKS)
- APSA Organized Sections (REP)
- Related Groups and Caucuses
  - APAC, LGBT Caucus, Women’s Caucus, Latino Caucus, Indigenous Politics Network

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How can you make your classroom inclusive?

- Create a safe space
- Encourage civility
- Ask students to share their views and experiences on class topics
- Loop in a diverse collection of current affairs and case studies
- Incorporate simulations and role play, i.e. Model UN, OAS
Making your syllabus and classroom inclusive:

Teach main themes from a variety of perspectives and approaches

- Democracy
- Power
- Justice
- Citizenship & Immigration
- Community
- Interest Groups
- Authority
- Civic Engagement
- Dispute resolution
- Conflict
- Peace
- Federalism
- Sovereignty
- Treaties

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Thank you!

Kimberly Mealy, PhD
Senior Director, Diversity and Inclusion
American Political Science Association (APSA)
kmealy@apsanet.org