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Inclusive Classrooms: How Can We Build Diverse Ecosystem Through Norm Criticism?

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Inclusive Classrooms: How can we build Diverse Ecosystem through Norm Criticism?

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Agenda

1. Intro

Norm-Criticism 101: A Tool for Change

Which norms do we know?

What characterizes a norm?

Q&A Group discussions

Q&A Group discussions

2. Peer – to - Peer Learning

How do you ensure Inclusive Classrooms in your home environment?

Best practice from different worlds

Moderated discussion

3. Workshop Intro

Individual group work

Presentation of group works

4. Conclusions

Where do we go from here?

Keep the discussion going!

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1. Intro

Norm-Criticism 101: A Tool for Change

Which norms do we know?

What characterizes a norm?

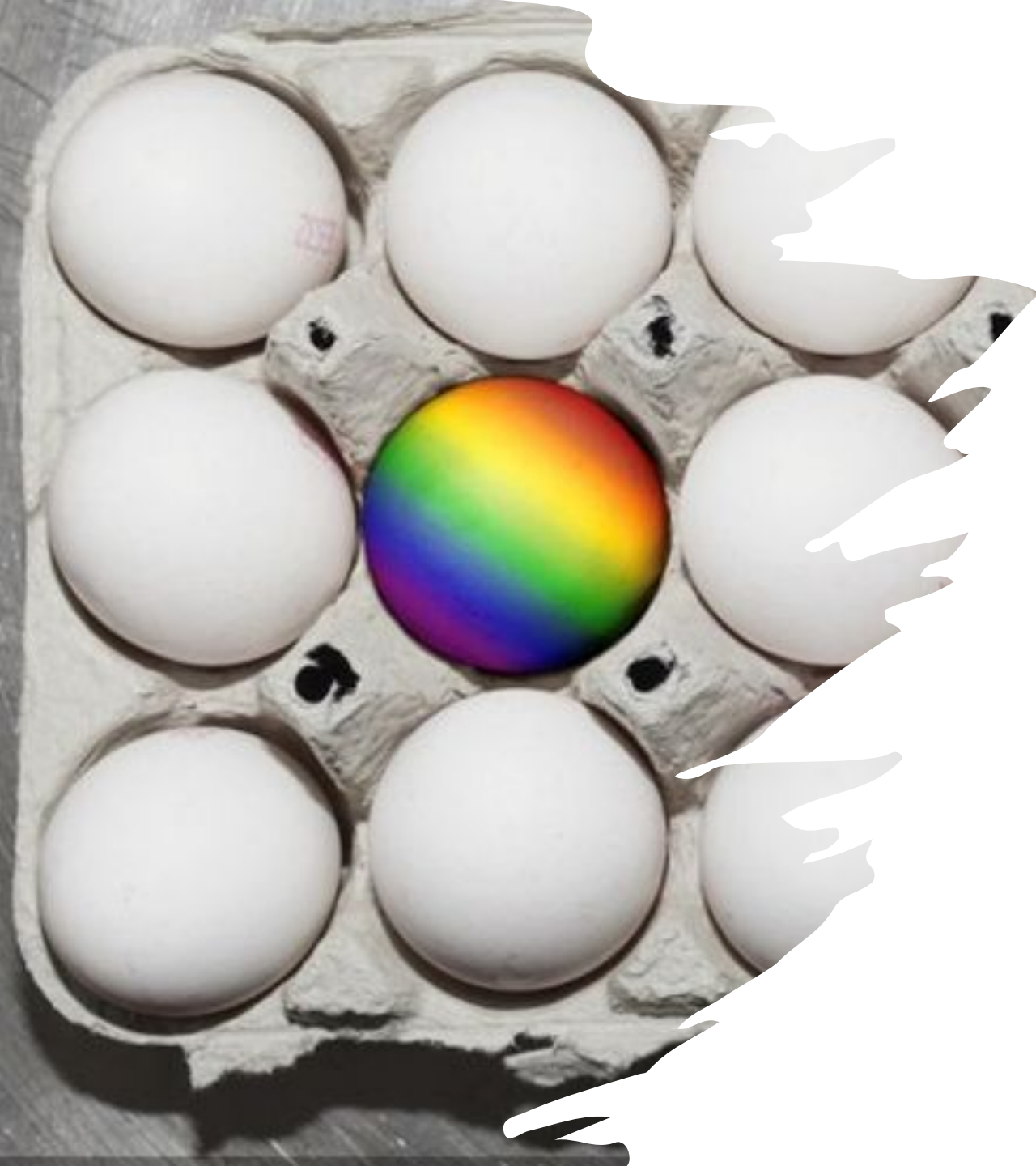
Q&A Group discussions

Q&A Group discussions

How familiar are you with Norm Criticism?

What do you know about Norm Criticism?





• **Norm Criticism** is a **tool** that can be used when studying **power structures** within society, and **questions** what is considered to be "**normal**", with the purpose to increase social equality.

- A norm-critical approach means:
 - **Exposing** norms and **power structures**
 - Studying the **consequences** of them
 - Showing who **gains/loses** from **following/breaking** them
 - Determining how we all as individuals contribute to **reinforcing or weakening** Norms, thereby **empowering** – and placing **responsibility** on – everyone to take **concrete measures**.

What is a norm? What characterizes a norm?

Unwritten rule often Unspoken

First noticed when broken

Changeable and often contextual

Those who follow a norm are included while those who break a norm are excluded.

There is always a consequence of breaking a norm.

How many norms are there?

gender
job title/role
place of study/residence
program of study
functional ability/disability
ethnicity
sexual orientation
political views
physical appearance
parental status
weight
language
height
level of education
age
gender identity/expression
religion
socioeconomic class
... and many more!

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2. Peer – to - Peer Learning

What norms do you have in your class? Which of these contribute to inclusion and which to exclusion? How can the inclusive norms be strengthened, and the exclusive norms weakened?

How do you ensure Inclusive Classrooms in your home environment?

Best practice from different worlds in the Room!

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3. Workshop Intro & Individual group work & Presentation of group works



Exploring LGBTQ+ Representation in Financial Education

Objective: To critically examine heteronormative biases in financial education and explore strategies for promoting LGBTQ+ inclusion in a finance course.

Challenging Gender Norms in Marketing Campaigns

Objective: To critically examine and challenge gender norms perpetuated in marketing campaigns and explore strategies for promoting gender equality and inclusivity in marketing practices.

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4. Conclusions

Where do we go from here?



Keep the Discussion Going!

- Consider the vertical and horizontal **hierarchies** and **power structures** in your class. Who is listened to? Who is taken seriously? Who is included?
- What's the **tone** like in classrooms? Is it **warm and constructive** or are there elements of “**trashing**” each other?
- How do you address **sexist, racist, homophobic** or other **stereotypical statements** that are made?
- How do you **react** if someone is subjected to sexual harassment?

Other Tips and Tricks

- Mind your **choice of words** and **your behavior**; be aware of how they may be **interpreted** by others, **they matter!**
- Set a **good example** and clearly show that you do **not tolerate** discrimination, harassment, or bullying of any kind.
- Map your **physical environment** to ensure that it isn't reinforcing **stereotypes** and/or **exclusive norms**.
- Know the **law and your organization's policies**. And make sure those policies include clear information on how to **report wrongdoing**, as well as how to change supervisors if necessary.
- Dare to **give and receive** constructive criticism.

Remember ...

- You have **knowledge**.
- You have **power**.
- You are **privileged**.
- **You** can make a **difference!**

