

Masterclass Diversity and Inclusion.

Commissioned by the Diversity and Inclusion Expertise Office, Leiden University

Baukje Prins, **filosofie & diversiteit**, dd. 10 January 2022.

Content:

In the academic classroom, sensitive topics around for instance racism, sexism or islamophobia may nowadays become a source of discomfort or lead to heated debates. Teachers are sometimes confronted with opinionated students holding them accountable to a prejudiced outlook, ranging from suspicions of Western bias to leftist indoctrination. These challenges are often related to issues of identity and diversity, such as gender, sexual orientation, ethnicity or religion. The question is how to deal with such challenges in one's classroom. When is it wise to not go into the topic further, or when is it appropriate to pick up the issue and engage in a conversation? And if so: how to monitor the ensuing discussion? How to create an atmosphere in which all participants feel free to put forward their own thoughts and experiences, even if these go against the grain?

In the masterclass *Diversity and Inclusion* we address these and relating questions as touching upon the core task of academic education, namely to combine values like freedom of research and freedom of speech with the importance of a safe and inclusive learning environment. We understand diversity in a broad sense, as referring to differences in gender, ethnicity, religion, LGBTQTI+, disability, etc. Various topics will be explored, such as the perspectives of superdiversity and intersectionality, the use and abuse of notions of culture and identity, discussions on 'race' and racism, and the relevance and pitfalls of *wokeness* and privilege checking.

Outline:

The course lasts for two afternoons. It consists of lectures and interactive workshops, linking theoretical insights with guidelines for educational practice, of watching and discussing a thought provoking documentary on racism, and working through real-life classroom situations. A list with recommended literature will be provided. Apart from handing in a small assignment for session 2, no extra preparation is required.

Baukje Prins (Philosophy & Diversity) acquired MA degrees in Dutch Language & Literature and Philosophy, both *cum laude*. In 1997 she defended her PhD thesis at Utrecht University. She was a visiting scholar at the History of Consciousness Program, University of California at Santa Cruz (1994), and at the Institute of Women's Studies, University of Lancaster (1998). Prins taught Social and Political Philosophy at various universities in the Netherlands. Between 2009 and 2017 she held a chair in Citizenship and Diversity at The Hague University of Applied Sciences. Since 2018, she is active as a freelance lecturer and coach. Prins published widely in (inter)national journals, both for academic and broader audiences. Main book publications are *Voorbij de onschuld. Het debat over integratie in Nederland* [Beyond innocence. The debate on integration in the Netherlands] (2004); *Vreemdelingenverkeer. Samen leven en laten leven* [Strangers in everyday society: live together and let live] (2010); *Gemengde gevoelens. Molukse en Nederlandse klasgenoten in de jaren zestig* [Mixed feelings. Moluccan and Dutch classmates in the 1960s] (2014); *World Citizenship. Developing intercultural competence in international and Dutch classrooms* (with J. Belt et al) (2015); *'We zijn hier allemaal zusjes.'* *Een etnografisch onderzoek op een superdiverse mbo opleiding* ['We are all sisters here.' An ethnographic study of a superdiverse school for vocational training] (with F. el Bouk et al)(2017). For more information: www.baukjeprins.nl

Programme:

Session 1

13.15-13.30: welcome, overview programme session 1 and intended learning objectives

13.30-14.15: On superdiversity, intersectionality, culture and identity (lecture BP)

14.15-14.45: Plenary discussion

14.45-15.00 BREAK (possibility to watch Ted-talk *The danger of the single story* by Chimamanda Ngozie Adichie)

15.00-16.30: On 'race' and racism (watching and discussing the documentary *Wit is ook een kleur* [White is a colour too] by Sunny Bergman (with English subtitles)

16.15-16.45: Diversity and inclusion, introduction of the TOPOI model (Lecture BP)

16.45-17.00: looking back on session 1, assignment for session 2: handing in a written case description from one's own educational practice (by mail)

Session 2

13.15-13.25: welcome, overview programme session 2

13.25-14.15: Inequality, privilege and justice (Lecture BP)

14.15-14.45: plenary discussion

14.45-15.00: BREAK (possibility to watch sketches from satirical (Dutch) tv programme *Nieuw zeer*, or part of a video essay on transgender by Natalie Wynn (ContraPoints): *J.K. Rowling*)

15.00-16.00: discussion of personal cases using the TOPOI-model (small groups)

16.00-16.45: plenary reports of the case discussions

16.45-17.00: looking back and wrapping up: were the intended learning goals met? What went well, what could be improved, advice for further development of the course?

Further reading

On inclusion, safe space and freedom of speech:

Garton Ash, Timothy (2016) Diversity, chapter 5 in: *Free Speech. Ten Principles for a Connected World*. London: Atlantic Books, pp.207-252.

Schulman, Sarah (2016) *Conflict is not Abuse. Overstating Harm, Community Responsibility and the Duty of Repair*. Vancouver: Arsenal Pulp Press [pdf of author's summary]

Inclusive Language Guidelines, Queen's University, Kingston, Canada, see: <https://www.queensu.ca/styleguide/inclusivelanguage> [pdf]

In Dutch:

Samuel, Mounir (2021) Handreiking Waarden voor een nieuwe taal (onderdeel Code Diversiteit & Inclusie), see: <https://codedi.nl/artikel-training/handreiking-waarden-voor-een-nieuwe-taal/>. [pdf]

Februari, Maxim (2021a) Hoe streven naar 'inclusie' emancipatie belemmert, *NRC* 12 oktober, see: <https://www.nrc.nl/nieuws/2021/10/12/ho-streven-naar-inclusie-emancipatie-belemmert-a4061451> [pdf]

Februari, Maxim (2021b) Negeer de conflicten rondom diversiteit niet, *NRC* 16 november, see: <https://www.nrc.nl/nieuws/2021/11/16/negeer-de-conflicten-rondom-diversiteit-niet-a4065572> [pdf]

On superdiversity, intersectionality, culture and identity:

Meissner, Fran & Steven Vertovec (2015) Comparing super-diversity. *Ethnic and Racial Studies* 38 (4), pp.541-555, especially pp. 2-3 [pdf]

Prins, Baukje (2006) Narrative Accounts of Origins. A Blind Spot in the Intersectional Approach? *European Journal of Women's Studies* 13 (3), see: https://hbo-kennisbank.nl/record/sharekit_hh/oai:surfsharekit.nl:0adcebe9-263f-4970-8aa5-e2c4c04cf3fa, especially pp. 278-282 [pdf]

Prins, Baukje (2017) Perspectives on Culture, in J. Belt et al.: Reader for Training Intercultural Competence. The Hague: The Hague University of Applied Sciences, pp.1-14 [pdf].

In Dutch:

El Bouk, Fatima et al (2017) Superdiversiteit en intersectionaliteit, paragraaf 1.1. in: *We zijn hier allemaal zusjes. 'Een etnografisch onderzoek op een superdiverse mbo opleiding Helpende Zorg en Welzijn*. Den Haag: De Haagse Hogeschool, pp. 20-22 [pdf]

Prins, Baukje (2020) Perspectieven op cultuur, in: L. R. Repáraz, S. Ardjosemito-Jethoe en K. Rijk (red.), *Diversiteit in de samenleving*. Assen: Van Gorcum, pp. 75-88 [pdf]

On 'race' and racism:

Saini, Angela (2019) The Illusionists. Down the rabbit hole of biological determinism, chapter 11 in: *Superior. The Return of Race Science*. London: Beacon Press.

Chatterton Williams, Thomas (2019) *Self-Portrait in Black and White: Unlearning Race*. New York: W.W. Norton & Company.

Chatterton Williams, Thomas (2019) Is it time to unlearn race? Interview with Chatterton Williams by Summer Sewell, *The Guardian*, 15 October [pdf]

In Dutch:

Saini, Angela (2019) De Illusionisten. In het konijnenhol van het biologisch determinisme, hoofdstuk 11 in: *Superieur. De terugkeer van de rassentheorie*. Utrecht: Ten Have.

Sanders, Stephan (2019) Iedere keer dat u zichzelf 'wit' noemt, bevestigt u een verkeerd systeem (column) *de Volkskrant*, 13 maart [pdf]

Sanders, Stephan (2020) De raciale zwart-witverdeling zit niet in de botten van de Nederlanders (essay) *Trouw*, 29 augustus [pdf]

On discussing sensitive issues:

Hoffman, Edwin and Arjan Verdooren (2018) Diversity sensitive communication and the TOPOI model, chapter 4 in: Hoffman & Verdooren, *Diversity competence. Cultures don't meet, people do*. Bussum: Coutinho, pp. 113-134.

In Dutch:

Hoffman, Edwin en Arjan Verdooren (2018) Diversiteitssensitieve communicatie en het TOPOI-model, hfst. 4 in: Hoffman & Verdooren, *Diversiteitscompetentie. Niet culturen, maar mensen ontmoeten elkaar*. Bussum: Coutinho, pp.123-146.

On privilege and justice:

McIntosh, Peggy (1988) White privilege and male privilege: A personal account of coming to see correspondences through work in women's studies. *Working paper No. 189*. Wellesley, Massachusetts: Wellesley Center for Research on Women.
<https://www.collegeart.org/pdf/diversity/white-privilege-and-male-privilege.pdf> [pdf]

McIntosh, Peggy (1989) "White Privilege: Unpacking the Invisible Knapsack and Some Notes for Facilitators", originally published in *Peace and Freedom Magazine*, July/August, pp. 10-12.
<https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack> [pdf]

Maltz Bovy, Phoebe (2017) *The Perils of 'Privilege'. Why injustice can't be solved by accusing others of advantage*. New York: St. Martin's Press, especially pp. 6-14 (in defense of) + pp.18-24 (drawbacks) + chapter 2: 'Lonely at Amherst' (pp.77-121) (on 'privilege' discourse in higher education)

About Jahjah, Dyab (2020) On "whiteness", "privilege" and other tropes of Minority Identity politics.
<https://www.aboujahjah.org/articles--columns/on-whiteness-privilege-and-other-tropes-of-minority-identity-politics> [pdf]