

Beginning our work in Diversity Equality Inclusion (DEI)

DEI is a commonly used acronym used in reference to social justice orientations. EDI is an alternative, which stands for Equality Diversity and Inclusion (as per Resources B and C below).

Reflective question: What questions do you have about DEI in general?

In preparation for our exploratory meeting into DEI, please choose one of the resources below and then consider these reflective questions:

- What could SCILT/CISS learn about an effective organisational approach to DEI from your chosen resource?
- What implications do you identify for our future work?
- What do you think should be our priorities, actions or next steps?

Resource A: University of Strathclyde Equality and Diversity

Explore the Equality & Diversity area of the university website:

<https://www.strath.ac.uk/professionalservices/accessequalityinclusion/service/equalitydiversity/>

Professional Services colleagues may be particularly interested in the Equality Impact Assessment Tool shared here: <https://strath.sharepoint.com/sites/equality>

Resource B: British Association for Applied Linguistics (BAAL)

Watch the presentation by Professor Zhù Huá at a recent online symposium hosted by the Institute of Modern Languages Research, School of Advanced Study, University of London. The symposium took place on 13 May 2022 and was called 'Modern Languages and Inclusivity: Sharing Ideas and Practice'

Zhù Huá is Professor of Language Learning and Intercultural Communication at the UCL Institute of Education, University College London. She is also the current Chair of BAAL, the British Association for Applied Linguistics.

Professor Huá's presentation was one of three from subject areas and associations. It was entitled 'Developing the BAAL statement on Equality, Diversity and Inclusion in Applied Linguistics'. Watch in full and stop at 29 mins 48 secs: <https://youtu.be/dJT7ZlOuwUs?t=1049>

Professor Huá uses a different acronym in her presentation. In this instance, EDI means Equality, Diversity and Inclusion.

Resource C: School of Modern Languages, University of Newcastle

Read the EDI Policy from the School of Modern Languages at the University of Newcastle:

<https://www.ncl.ac.uk/mediav8/modern-languages/files/SML%20EDI%20policy.pdf>

School of Modern Languages Athena SWAN Action Plan: <https://www.ncl.ac.uk/mediav8/modern-languages/files/sml-athena-swan-action-plan.pdf>

School of Modern Languages EDI blog: <https://www.ncl.ac.uk/sml/about-us/equality-diversity-inclusion/> and the

Decolonising Modern Languages and Cultures, School of Modern Languages at the University of Newcastle <https://blogs.ncl.ac.uk/decolonisesml/>

Resource D: Diversity, Decolonization, and the German Curriculum (DDGC)

DDGC is a scholarly collective and forum for transnational and transdisciplinary German studies based at the University of Michigan, US.

Read the Guiding Principles of the group: <https://diversityingermancurriculum.weebly.com/guiding-principles.html>

Resource E: Council of International Schools

Blog post on the Council of International Schools website by Eowyn Crisfield, author, educator and researcher, Senior Lecturer in TESOL at Oxford Brookes University. Published 14/07/21.

Diversity, equity, inclusion and languages: What are the connections? <https://www.cois.org/about-cis/news/post/~board/perspectives-blog/post/diversity-equity-inclusion-and-languages-what-are-the-connections>