

**HTH 200 Equity, Diversity, and Design Principles
Final Project Reflection
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As we went through the diversity training and completed various exercises, readings, and reflections I realized how little I incorporate these topics directly into my class assignments. What I found is how I indirectly deal with these subjects using rules and regulations within the classroom. I questioned myself, “Is this wrong or right?” “What can I do?”

I teach at a fairly non-diverse school with the exception of the military and Coronado School of the Arts students (who come from all over the county). As you can see in the chart below the Coronado High School ethnicity enrollment is low as compared to other neighboring school districts.

2008-09 District and School Enrollment by Ethnicity

Data provided by California Department of Education: <http://dq.cde.ca.gov/dataquest/dataquest.asp>

Schools	American Indian or Alaska Native	Asian	Pacific Islander	Filipino	Hispanic or Latino	African American	White (not Hispanic)	Multiple or No Response	Total Enroll.
CUSD	18 (0.6%)	97 (3.2%)	21 (0.7%)	93 (3.1%)	478 (15.7%)	64 (2.1%)	2,147 (70.6%)	123 (4.0%)	3,041
CHS	8 (0.7%)	31 (2.8%)	6 (0.5%)	34 (3.1%)	191 (17.1%)	19 (1.7%)	785 (70.5%)	40 (3.6%)	1,114
SDUSD	686 (0.5%)	11,802 (8.9%)	1,372 (1.0%)	8,717 (6.6%)	58,740 (44.4%)	17,471 (13.2%)	33,468 (25.3%)	0 (0.0 %)	132,256

We have never had a lot of diversity or equity training at our school. Every so often ASB brings in a speaker about character education or something similar and that seems to be about the extent of the diversity training. This year at the staff in-service meeting I was surprised to see the Gay Straight Alliance Club doing a presentation. I thought this was marvelous; finally someone is speaking out about equity here! Of course all of the teachers were on board and I know the staff is mostly supportive of the students at CHS. Yet after this student presentation the subject of GSA has never again come up, no further talks or exercises about diversity arises, and we have a character education action team but it only tip toes around diversity and equity issues..

I really feel that at my school we need to incorporate more awareness about equity and diversity throughout the student body and faculty/administration. I also realize that raising awareness only once or twice a year about equity and diversity issues on our campus would not be sufficient enough. These issues must be addressed on a consistent basis so that it becomes part of the campus culture.

Since I felt the need to increase staff and student awareness I decided to implement an action plan to get things started. I figured the plan had to be somewhat simple, inoffensive, and yet effective in getting others to start understanding and addressing the importance of these unspoken issues on our campus.

My plan begins with various questions posed at the staff and student body through an anonymous survey conducted online. I have created two versions of the survey one for staff and the other for students, they are somewhat similar. The questions regard issues such as how one feels about diversity on our campus, equality between males/females, safety of students, if diversity and equity are taught in the classroom, how you feel about others unlike yourself, etc. I would like to see the overall thoughts the students and staff have about our campus.

Once the survey is complete and the answers compiled I would share the information with fellow colleagues at a future staff meeting. We could then debrief the data as a group, propose questions to each other, and promote discussion amongst ourselves. This would begin the very first step to increasing awareness about diversity and equity on our campus.

The extension of this survey would arise at a future staff meeting. I have already prepared an outline that further explores diversity, equity, and identity. I would propose to share with and lead the faculty in various exercises, discussions, and action plans to continue to promote these topics within our school culture. I have also created a blog for staff and students to respond to issues of diversity and equity on our campus. The idea for the blog is to allow for the sharing of ideas, to keep increasing awareness, and open discussions between students and staff.

Some of the challenges I may come across is support for the activities and dishonesty in the survey answers. So the first step is to get my administration on board and receive full approval of all activities. Then get the teaching staffs approval and as a whole we can determine how to involve the community; I wouldn't want to surprise anyone. I feel that this is a realistic challenge for me and definitely something I can work on implementing into my school.

In creating and going through the above process I have realized that I also need to change and incorporate more diversity and equity awareness into my curriculum. It tends to be a very sensitive issue and hard to know the outcome of trial assignments and discussions, but the risk is worth it. Also the more I can support and make others aware of how harmful and destructive the issues of diversity and equity can be to another the fewer problems that may arise in the future.