

## **A Pedagogy in Flux**

*with Alan Wong*

**Keywords:** LGBTQ+, Institutional Change, Intersectionality, Racism in Academia, Equity, Diversity, and Inclusion

### **Related Course Subjects:**

Diversity and the Contemporary World, History, Education, Community, Sociology & Anthropology, Cultural Studies, Literature, Language Studies, Arts & Media, Sustainability Studies, Sexuality studies, Women's Studies, Political Science, Communications, Journalism, Media studies

In this video, Alan Wong talks about the importance of the representation of BIPOC People in educational Institutions as a student body, professors, and staff. Alan reflects on how his identity and intersections informed and fueled his activism.

### **Video URL**

<https://youtu.be/r3vPxhfPfoQ>

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### **Goals/Objectives**

After watching the video, students will be able to:

- Verbalize the importance of representation.
  - Understand the importance of activism inside and outside of the classroom.
  - Explain how intersections in identity influence people's experiences in institutions.
  - Give examples of how to increase representation in educational institutions.
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#### **About The Decolonial Perspectives & Practices Hub**

The Decolonial Perspectives & Practices Hub is a student-led initiative to provide a platform for the community to collaborate and develop meaningful solutions to the systemic issues faced by underserved groups in academia. Our mission is to advance knowledge and understanding of these issues and provide a space to engage in research and learning that is open to all experiences each individual brings.

#### **About the Anti-Racist Pedagogy Project**

The Anti-Racist Pedagogy Project is a video library that showcases pre-recorded talks by local community activists, students and educators in Montreal and Canada and transforms them into anti-racist educational resources for the classroom. Undergraduate and graduate students from Concordia and McGill University created the content for these course packages. These resources exemplify the power of student leadership and their contribution to advancing antiracist education.

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### Pre-Class Self-Reflection Exercise (Educators)

Fully engaging with antiracist pedagogy starts with self-reflection and accountability. **If you are familiar with antiracist education, you know that the best way to teach antiracist pedagogy is to model antiracist praxis and thought.** As such, we have developed a series of self-reflection questions for you to consider before integrating anti-racist educational materials into your classroom. The night before class or at least a few hours before class, give yourself time, without distractions, to reflect on the questions below - you can write them down or reflect on them with yourself paper free!

#### Be reflexive

- What does antiracist pedagogy or education mean to you?
- What is the relationship between your identity and antiracist work? How would you describe your role in antiracist work?
- How do you view the mutualistic exchange between yourself and your students? Do you adjust your teaching style accordingly?
- What is the difference between engaging with our repository as a knowledge exchange versus a knowledge extraction?

#### Be accountable

- To what extent have you engaged with antiracist or anti-oppressive education or philosophies within your life/work? Why or why not?
- What has the silencing or exclusion of another person or group looked like in the environments that you frequent? What have you done, or what could you have done to remedy it?
- Reflect on how you have engaged with literature, presentations and other forms of knowledge led by Queer, Trans, Indigenous, Black, Asian, and other POC in your academic, personal, or professional lives.
- What has been your role in disrupting and mobilizing against racism and oppression interpersonally or in the environments you frequent?

### Guiding Questions

#### Before watching the video

##### Pre-Video Questions -Students

- What is inclusion, and how does it look?
- Do you consider your classroom and the content presented diverse? Why or why not?
- How many Black, Indigenous or People of Colour have you had as professors or teachers, and how has it impacted your education?



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- Is queerness recognized and discussed in the classroom? Can students safely be identified as part of the LGBTQ2S + community without being stigmatized in the class?

### While watching the video

As you watch the video, take note of the following:

- Does diversifying literature in the classroom equate to inclusion? Why or Why not?
- Are educational spaces designed for everyone? Why or why not? How could this be addressed?
- Are there or have there been student initiatives to promote inclusions in your school? Were they or are they helpful?

### After watching the video

#### Post-video Questions

- Why do you think it is vital to elevate BIPOC voices?
- How would you create changes to promote inclusivity in the classroom?
- Do you consider that the grading criteria are fair to everyone? Why? / Why not?
- Consider the historical context of schools; have they always fostered learning and access to knowledge for all?
- Is the historically dominant group still overrepresented in schools?
- What leftover historical suppression and oppression can still be viewed in schools today? (Consider evangelization, homophobia, segregation and residential schools as reference points)

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## Assignments / Writing topics

### Anti-Racism

Design a mock course curriculum/syllabus for your students. Ask them to redesign it to promote equity, diversity, and inclusion. Have them write a short paper or make a presentation to explain how their modifications help promote more inclusion, equity, and diversity in the classroom. Discuss in-class strategies to enhance the classroom experience and create an inclusive space.

### Institutional Change

How would you suggest that your professor diversify their class readings?

Create a mock syllabus and have your students write a letter (or an e-mail) directed to the fictitious professor responsible for the syllabus. In teams (or alone), write a letter (or e-mail) to the professor that addresses the lack of inclusion and diversity in the class syllabus and breakdown the importance of representation in the classroom.



While writing the letter, ask your students to consider the following:

- Why is the reading material offered in most classes usually written by white scholars? How and why could this be problematic?
- What is the value of having diverse literature in classrooms?
- How often have Black, Indigenous, other People of Colour and Queer contributions been highlighted throughout your academic journey? Why does this matter? Do you think it has had an impact on your learning and knowledge?
- LGBTQ2S+ students and faculty have been historically invisible in the classrooms, literature, and institutions. What would be necessary to open the dialogue about queer folk and issues? Why is this essential?
- How may Black, Indigenous, other People of Colour and Queer students feel about the lack of representation in the classroom? Why is it essential to foster an inclusive environment for all? What could be the consequences of exclusive settings on individuals, groups, and society as a whole?

### Taking Action

- Introduce the video repository to your colleagues and encourage them to add to it or add the content to their class syllabus and overall content.
- Invite a Queer, Black, Indigenous, or Person of Colour as a speaker to be a guest lecturer in your class. Make sure to introduce their work to your students and discuss the importance of letting BIPOC voices tell BIPOC stories.

### Student Group Reflection

1. What is something new that your group learned or began to consider from watching the video?
2. What type of educational videos on systemic racism would you like to see more of?
3. How can you combat systems of oppression and exclusion in your individual lives?
4. Why is having an anti-racist approach to your work/studies important?
5. After today's exercise, write down two suggestions for your professor on making your class more inclusive.

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Thank you for implementing our resources and supporting anti-racism efforts in education. If you have any questions or feedback, please email us!

