



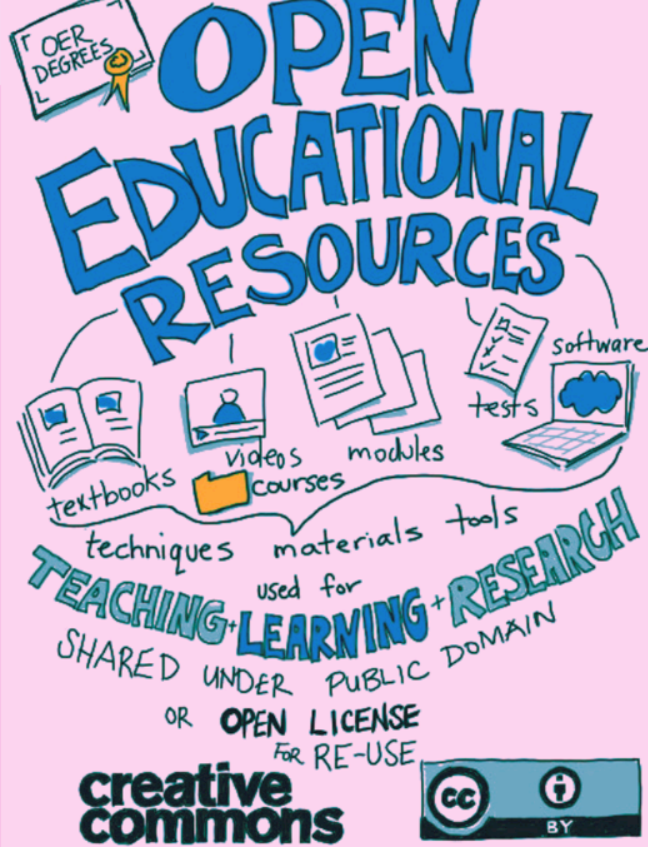
OREGON STATEWIDE OER SUMMIT -
MAY 17, 2019.

DIVERSITY, EQUITY AND INCLUSION IN OPEN ED

Presented by Camille Thomas

About Me

- Scholarly Publishing Librarian
- SPARC Open Education Ambassador
- Public Interest Community for OER
- English-speaking WOC from southern U.S.



Overview

POINTS FOR DISCUSSION

- The Open Education Community
- Diversity, Inclusion and Equity
- Designing Equitable foundations for OER
- How to Implement this at your organization

Open Education

What is Open Education?

What is the Open Ed Community?

Critiques of Open Education



Critiques

Academic Labor, Invisible Labor

Who benefits from supporting openness?
Institutions.

Colonialism and Imperialistic Practice

Superior/Inferior ways of knowing. Spreading
Western information vs. knowledge exchange.

Content, Format & Audience

Assumptions of By Academy, For Academy.
Importance of formats beyond the textbook.

5 Assumptions about the role of information

1

If you give the poor a computer, the information poor become information rich.

2

Information inequality is a North/South issue.

3

Access to more info enriches people's lives.

4

The information society will be more democratic and participatory.

5

Given enough information, we can solve all the world's problems.

Context

Makes OER Transferable

Histories

Become crucial to the work

Diversity, Inclusion and Equity

talking about it

inequity

**"Diversity is not
abstract."**

Fobazi Ettarh

Areas of Diversity and Inclusion

- Accessibility
- Language
- Culture and Post-Colonialism
- Economic Disenfranchisement and Divides
- Barred from Access

WHO is the OER community?

Who is ALLOWED in the OER Community?

Public Stakeholders

Values vs. Skills

Who is ABLE to adopt OER?

Who is able to design OER?

**"Decolonization is
not a metaphor."**

Tuck and Yang 2012

Equity as Practice

- Recognizing critiques and mistakes as opportunities for empathy
- Recognizing the things we lack as needs rather than faults
- Building trust and understanding

Building Equitable Foundations

 **Open Access Week 2018**

Designing Equitable Foundations
for Open Knowledge



October 22 - 28



**"Such a goal
[Indiginization] is not
fully achievable with
a design process
shaped by a Western
paradigm."**

Scott Young

Equity X Design

- How they are connected
- Inclusive design
- Participatory design
- Equitable design
- User Experience with Underrepresented Populations (UXUP)
- Understanding by Design (ubD)

Inclusive, Collaborative vs. Universal

- self-sufficiency
- Real interactions with users > personas
- Prototyping and iterative work
- Participatory design Reflect, Democratize, Contextualize



Other Equitable Practices

- Open peer review
- Recognition for service & public scholarship
- Compensation and consideration for underrepresented groups

Design Steps for Equity

Reflection

- Positionality
- Build inclusion & understanding on teams
- Not a one-time act
- Biases & unique perspectives
- Design in economic & political systems

Democracy

- Who gets to be a designer?
- Who is designed for?
- Solutions on someone's behalf vs. valued participants

Context

- "Inspiration" step changes when those who are directly impacted are involved
- Who was involved in the process?
- Who benefitted?
- Who was harmed?

LISTEN

Challenges

>>become>>

Opportunities



University of Georgia

Change from non-OER to OER

	Δ Grade	Δ DFW
Non-Pell eligible students	+7.4%	-2.05%
Pell eligible students	+12.3%	-4.43%
All Students	+8.6%	-2.68%

FLOE



flexible learning for open education

OPEN PEDAGOGY NOTEBOOK

Sharing Practices, Building Community

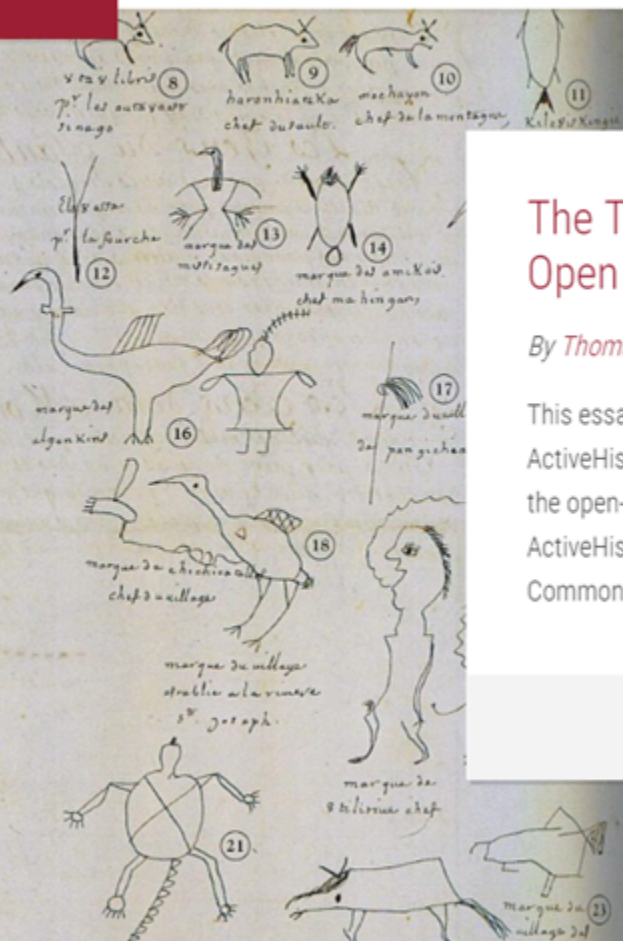
What is Open Pedagogy?

Examples

Soyons attachés à notre père nous qui demeurons avec lui
et qui sommes dans son sein, vous nous envoyaste en collier
il y a trois ans pour nous inviter à vous procurer la paix
nous vous en envoyâmes un, en réponse, nous vous donnâmes
encore celui cy pour vous dire que nous y avons travaillé,
nous ne demandons pas mieux quelle soit de Duré faire
aussy devroir faire ce qu'il faut pour cela,

Les Gens de la Montagne

Vous avez fait assembler icy notre père toutes Les
Nations pour faire un amas de haches et les mettre
dans la terre, avec la vostre, pour moy qui n'en avois pas
d'autre, ie me rejouy de ce que vous faites aujourd'huy, et
finir Les François à nous regarder comme leurs freres &



The Time is Now: A Call to Open History

By Thomas Peace

This essay was originally posted on [ActiveHistory.ca](https://www.activehistory.ca/). I've been a rather slow convert to the open-access movement. Though [ActiveHistory.ca](https://www.activehistory.ca/) operates under a Creative Commons Attribution, ...

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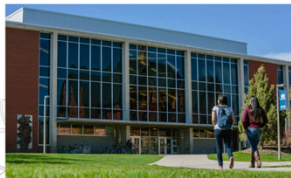
Signé: L'Esquadeur de Québec, Piquet & Compagnie, et autres,

UXUP @ Montana State

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The Algae for Fuel program at the Pecos Station developed and evaluated flocculation processes for harvesting algae to reduce the cost of algal lipid production by 30% in 2012-2013.



Implementation

**"Global Activism
begins at home"**

Holistic Cultural Principles	ACRL Frames	UbD Types of Understanding
Bias	Authority is Constructed and Contextual; Information Creation is a Process	Empathy; Perspective
Value	Information has Value	Interpretation; Self-Knowledge
Curation	Research as Inquiry; Searching as Strategic Exploration	Self-Knowledge; Application
Technical Criteria	Information Creation is a Process; Scholarship as Conversation	Application; Interpretation
Routine/Lifecycle	Information Creation is a Process; Scholarship as Conversation	Application; Interpretation

Suggestions for Praxis

Use Realistic
Language

Info Dump >>>
Localization or
Outreach
beyond the
learning object

Move beyond
Cost.

Use Open
Pedagogy

Notes on Diversity, Equity and Inclusion

- Language used to communicate
- Ethical conduct to address bias
- NO PERSONAS or “satisfaction”
- Community spaces

Collaborative Activity

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