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Diversity and Inclusion

Diversity and Inclusion: Strategies and Resources for Inclusive Classrooms

APSA DEI Strategic Mission and Goals



Diversity and Inclusion Goals

- *Broaden and deepen APSA's programming on diversity and inclusion*
- *Support Underrepresented Groups*
- *Address/remove systemic racism and inequities*
- *Establish a climate of RESPECT*

Desired outcomes

- *Increased diversity, inclusion, and access*
- *Welcoming and Inclusive APSA meetings /events*
- *DEI across governance, programming*

[APSA Strategic Plan 2020-2022](#)

D&I Programmatic Strategies

Increase diversity, equity, and inclusion access across the profession by:

- Engaging in Recruitment Efforts
- Implementing Retention Strategies
- Supporting Advancement
- Collecting Data
- Working with Departments and Stakeholders
- Fostering a Climate of RESPECT



APSA Diversity and Inclusion Programs



**Ralph Bunche
Summer Institute
(1986)**



**Diversity Fellowship
Program (MFP 1969)**



**Minority Student
Recruitment
Program (1989)**



**Mentor Program
(2003)**



**Indigenous Scholars
Discussion Group
(2017)**



**Status Committees
(1969) -
Governance Affinity
groups**

APSA Diversity and Inclusion Programs

- APSA Lee Ann Fujii Diversity Fellowship Travel Grant (new)
- Dissertation Research Improvement Grants (DDRIG) (new)
- Diversity Advancement Grants (new)
 - Early Career Scholars from UR Backgrounds
 - Indigenous Scholars and Indigenous Political Science
- First Generation Scholar Grants
- Diversity Spotlight on Departments



Spotlight: APSA Minority Student Recruitment Program (MSRP) 2020-2021

500+ students enrolled:

- RBSI, Grad School Info Fair and Self-enrolled Students
- Grad dates: 2016 – 2022
- Contact info, areas of study
- Local students invited to participate in Grad School Fair

40 APSA MSRP departments enrolled

- Access to student database
- Best practices meetings 2x/year
- Faculty & students submit names
- APSA encourages waiver of graduate application fees
- Invitation to APSA Grad School Info Fair @Annual Meeting

*For more info, visit:
<https://www.apsanet.org/msrp>*



2020-2021 MSRP Survey Data

In a recent survey of MSRP departments, (N=20 departments)

- 20% require GRE's with application
- 50% have application fees of \$80 or higher
- 85% offer fee waivers
- 50% offer fee waivers to RBSI Scholars, DFP, & MSRP
- Some departments offer waivers due to COVID, for financial need, and to students in fed govt programs

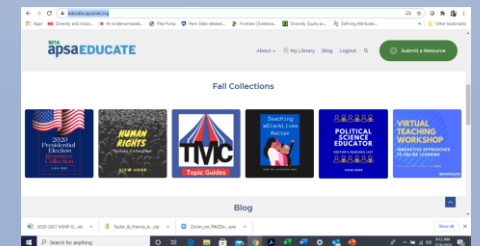
Source: APSA D&I survey to MSRP departments, Dec. 2020



Where to find
APSA resources
to help with
incorporating
diverse
& inclusive
teaching
materials?

Visit us online at:

- [APSA Diversity and Inclusion Programs](#)
- [APSA Diversity and Inclusion Resources](#)
- [Systemic Racism Teaching Resources](#)
- [APSA Teaching & Learning Syllabi Collection](#)
- [Online Syllabi Collection](#)
- [Teaching Symposia](#)
- [APSA Educate](#)



More APSA Teaching Resources

- [Diversity and Inclusion Report](#)
- [JPSE – Journal of Political Science Education Inclusive Reading List](#)
- [Virtual Symposia on Gender, Race, Ethnicity and Diversity articles](#)
- Organized Section Syllabi Collections (visit the section's page)
- [APSA Teaching and Learning Page](#)



Additional APSA Resources

- [Data on the Profession](#)
- Best practices and resource tools
- Workshops, Syllabi, Short courses
- Task Force on Systemic Inequalities
- Professional Development
- Funding Opportunities for Members and Departments
- Chairs workshop and portal



Best practices for promoting diversity, equity & inclusion

- Develop a Strategic Commitment to Diversity, Equity, Inclusion at the departmental & institutional level
- Create a Culture and Climate of Inclusivity and respect: i.e. [APSA RESPECT](#)
- [Data collection, metrics \(e.g. task force reports, APSA & Federal Demographic Data\)](#)
- Engage Students in Early / Repeated Interventions: advising, [mentoring](#), [RBSI](#), Bridge & [REU Programs](#), [Grad feeder Programs](#)
- [Incorporate Diversity and Inclusivity in Curriculum and Syllabi](#)



How can you make your syllabus more inclusive?

- Review, Update your syllabus
- Add a diverse collection of readings/scholars to your syllabus
- Invite a Diverse Group of Class Speakers

Where to look?

- People of Color Also Know Stuff (POCAK)
- Women Also Know Stuff (WAKS)
- APSA Organized Sections (REP)
- Related Groups and Caucuses
 - APAC, LGBT Caucus, Women's Caucus, Latino Caucus, Indigenous Politics Network



How can you make your classroom inclusive?

- Create a safe space
- Encourage civility
- Ask students to share their views and experiences on class topics
- Loop in a diverse collection of current affairs and case studies
- Incorporate simulations and role play, i.e. Model UN, OAS



Making your syllabus and classroom inclusive:

Teach main themes from a variety of perspectives and approaches

- Democracy
- Power
- Justice
- Citizenship & Immigration
- Community
- Interest Groups
- Authority
- Civic Engagement
- Dispute resolution
- Conflict
- Peace
- Federalism
- Sovereignty
- Treaties



Thank you!

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