

OR-DRPD-ARJ2020: Matrix of Anti-Racism across the Curriculum (MARC): Building Theory and Instrumentation to Address Race across the Undergraduate Curriculum

Institutions of higher education have a civic responsibility to prepare graduates with a sense of agency for racial justice (Lichty & Palamaro-Munsell, 2017; Tatum, 1992). To advance antiracist praxis and improve the Black experience at UF, we propose a content analysis of undergraduate courses focused on issues of diversity broadly, and race/racism and antiracism specifically, to support theory generation and the development of a tool for instructors and curriculum approvers. Such a tool will support course review and development. By focusing on cracking the curricular walls of whiteness, students' deeply held beliefs and assumptions about themselves and society will be challenged and hopefully changed throughout their course of study and not just in a single required or curated elective course(s). This project will amplify the tensions that press against identities, racial histories, power, and privilege; highlight institutional strengths and weaknesses related to opportunities to learn and develop positive racial identity; and encourage student and faculty awareness and sense of agency to address racial injustice. All undergraduate alumni should leave UF ready to make an even greater mark as members of the Gator Nation.

Our team is composed of Women of Color with teaching and research expertise that centers improving the experiences of minoritized groups. The approach we propose for addressing the problem is not simple, but it is feasible. Through this project, we will highlight curricular strengths and opportunities for growth related to diversity and anti-racism; develop a tool that can be used university-wide and beyond; and plant a seed for future investigation and professional development. Briefly, we plan to

- Examine how instructors operationalize UF's stated commitment to diversity and antiracism;
- Document transferable strategies UF instructors utilize to advance students as anti-racists;
- Generate theory to undergird effective teaching of issues of diversity and race at UF
- Develop the Matrix of Anti-Racism across the Curriculum (MARC), a rubric that can be used to review and/or develop undergraduate courses; and
- Map learning opportunities and instructors' use of anti-racist pedagogy to support future Communities of Practice.