

## Reflection 1

- 1. What course would you like to revise, and why? Please include course number and title as well as share what program(s) it's included within.**

I will revise course EDU616- Cultural and Linguistic Diversity. This course is taught in our Early Childhood and Special Education Programs. I would start with this course because several of the competencies are (should be) embedded within the course.

- 2. Which CRSE competencies are (or are likely to be upon your revision) addressed in this course? This can be changed later.**

Competencies 1 (Reflect on one's cultural lens), 2: (Identify, deepen understanding of, and take steps to address bias in systems), and 7: Communicate in linguistically and culturally responsive ways that demonstrate respect for all stakeholders, including families).

- 3. What do you hope to get out of this process? What benefits do you anticipate?**

I hope to bring our faculty closer to understanding bias as it relates to English Language Learners in public schools. I anticipate that we will have an honest conversation about how our innate beliefs transfer to how we teach our pre-service teachers and how those teachers will impact their students.

- 4. What challenges do you anticipate?**

Because we are an HBCU and most of our faculty are members of marginalized communities, it would be easy to assume that we all understand the plight of language learners. Through successful embrace and implementation of the competencies, we will see that this is not automatically correct.

- 5. How do you think your colleagues will respond? For example, will they be motivated, indifferent, or want to join you and revise their own syllabi?**

Most colleagues will be open to new ideas and motivated to apply them to help students. I do expect that we may have resistance/indifference from some who may believe that what they have been doing is working and would be reluctant to change.

- 6. How will you include your colleagues in this project?**

We have begun discussing the need for implementation during our department meetings. We plan to spend additional time each month learning about the competencies, learning to embrace them, and finally implement. We expect that this will be a process and will take us nearly two years to fully implement.