

Advancing the scope of the IUPUI Division of Diversity, Equity and Inclusion by adding social class to its definition of diversity

Presentation Agenda

1. Definitions: Coming to terms

- Defining “class”
- Review definitions from the American Psychological Association
<https://www.apa.org/pi/ses/resources/class/definitions.aspx>
 - Social Class
 - Socioeconomic Status (SES)
 - Subjective Social Status (SSS)
- Discuss participants’ definitions
- Present and discuss Ruby Payne’s chart on the “Hidden rules among classes”
<http://kathyescoabar.com/wp-content/uploads/2013/12/Hidden-Rules-Among-Classes.pdf>

2. Define issues

- As DEI continues to “...build a diverse campus community that reflects IUPUI’s urban environment” and currently does so by regarding/validating “...gender, race, ethnicity, veterans, people with disabilities, and members of the LGBTQ+ community,” **need DEI’s “broad definition of diversity” include social class?**

3. Audience participation

- Seek input from attendees as to whether they see social class as factor DEI needs to consider when defining diversity on campus.
- Elicit stories from audience where they have experienced:
 - prejudice and discrimination out in the community or on campus as a result of negative stereotypes around social class.
 - privileges out in the community or on campus as a result of their social status.
- Define the various levels of social stratification making up the “pecking orders” of the categories making up DEI’s definitions of diversity
 - Race and class
 - Religion and class
 - Gender identity and class
 - Ethnicity and class
 - Dis/ability and class
 - Veterans and class
 - Age and class
 - LGBTQ+ community and class
- Discuss and define the current campus class hierarchy. This includes faculty, food service workers, students, administration, janitorial staff, secretaries, etc.
- References
 - *New York Times* story, “Black America and the class divide.”
 - <https://www.nytimes.com/2016/02/07/education/edlife/black-america-and-the-class-divide.html>
 - *White Trash: The 400-Year Untold History of Class in America*

4. Discuss possible solutions and actions