

Self-Review for Addressing Bias in Our Syllabi

SFS Colleagues,

The below set of questions was created by the faculty of the SFS Faculty Working Group on Anti-Racism and SFS Vice Dean's Office of DEI, with input from staff and students. We invite you to use some or all of them and see this as an opportunity to make changes--small or large--to your syllabi as you revise and prepare them for Spring 2021. The questions below are designed to encourage us to be aware of biases and to know how we can begin to address them.

1. Author Diversity

- a. What is the gender breakdown of the authors?
- b. How many non-white authors? How many white authors?
- c. How many authors are located in the region of the subject? If I am teaching about X place, are there authors/voices from X place in the syllabus?
- d. What kinds of perspectives are the authors' providing? What other forms of diversity are represented? What kinds of author perspectives are not represented here and can I include them?
- e. If there is limited author diversity (after reviewing the above), how do I address this? Can I add/change the syllabus? How is this flagged to students?

2. Subject Diversity

- a. What is the range of approaches to the subject?
- b. Does the syllabus sufficiently cover the major paradigms as reflected in the discipline?
- c. What authors/subjects can I add that present outside the box/new paradigms to expand the breadth of student knowledge?
- d. Are there ways to include material or ideas or questions or perspectives not available in the standard academic literature? (e.g., videos or primary data or forums, etc.)
- e. Do the subjects on the syllabus provide students with the information and tools to understand issues relevant to equity and diversity?

3. Methodological Diversity

- a. What kind of data are the authors using in their articles? What sources can I add that introduce different types of data?
- b. Are there works from other disciplines (or those outside of the academy) that can be added to a section to show the possible breadth of approaches?
- c. Are there authors from outside American and European elite institutions?

We will be organizing sessions and forums to address how to incorporate more intellectual and author diversity in our syllabi to create anti-racist and more diverse material. We are also in the process of creating lists of material organized by discipline. **If you have specific requests, needs or ideas for collaboration, please [fill out this form](#).**