

# ARC Theory: Authenticity, Relevance, and Connection in the Classroom

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New Faculty Orientation  
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## Developing Lenses of Inclusivity:

Individual Responsibility for Inclusion

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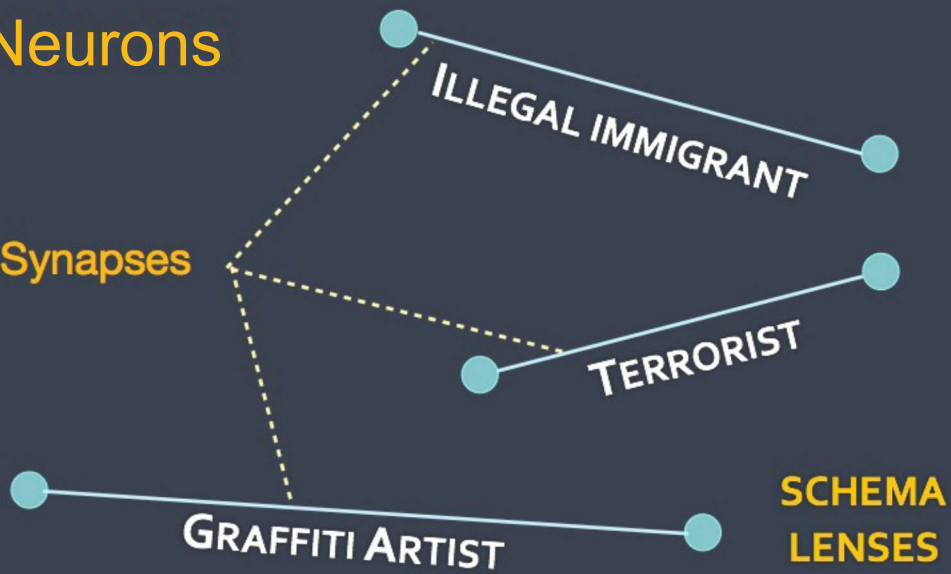
## Recognizing Blind Spots

Many of our lenses are developed passively

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Neurons

Synapses



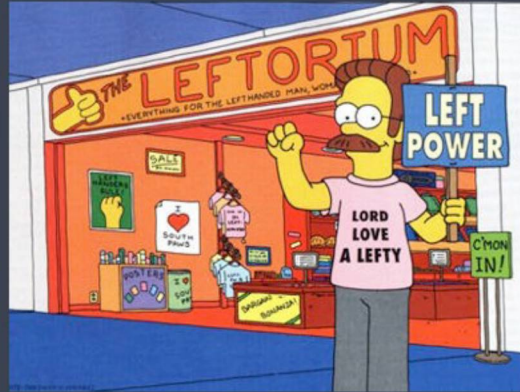
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## Script

A collection of synapses that form what is “normal,” “right,” “good,” and “supposed to happen” in society.

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# The “Right” Hand



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What do blind spots have to do with inclusivity?

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## ARC Theory

Authenticity, Relevance, and Connection  
in the Classroom

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## ARC Theory

A student's capacity to succeed in higher education is strongly influenced by her ability to make sense of her PLACE, PURPOSE, and RELATIONSHIPS within the institution.

A student's capacity to succeed in the classroom is influenced by her ability to make connections with the classroom ENVIRONMENT, CONTENT, and PEOPLE.

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# Authenticity

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# Authenticity

An Inclusive Professor:

- ▶ Learns the names of the students (pronunciation)
- ▶ Values difference as enhancing rigor
- ▶ Validates student identities and does not force them to subtract cultural narrative
- ▶ Recognizes strengths (strengths assessment)
- ▶ Shares control of the educational experience with students (discussion ground rules, teaching opportunities)
- ▶ Understands the results of the NYC Survey

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# Relevance

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# Relevance

An Inclusive Professor:

- ▶ Communicates and demonstrates the value of the course content in career, higher education experience, and/or life
- ▶ Shows genuine passion for course content
- ▶ Engages students in real-life challenges/scenarios including community-based service learning
- ▶ Creates opportunities for students to take ownership of their learning

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# Connection

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# Connection

An Inclusive Professor:

- ▶ Makes connections in first three weeks
- ▶ Demonstrates genuine interest in student success
- ▶ Creates peer-mentoring opportunities (learning communities, group reflection, peer accountability)
- ▶ Seeks out formal and informal mentoring moments
- ▶ Engages students in multiple campus touch points
- ▶ Provides timely and thorough feedback on assignments
- ▶ Invites potential role models and mentors into classroom

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It Feels Warm and Fuzzy  
but...

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## Institution Examples of ARC Practice

- ▶ Engagement and Inclusive Pedagogy grants
- ▶ Service learning funding
- ▶ Diversity / Global Engagement requirement
- ▶ Culture-specific disciplines
- ▶ Selected common readings on difference
- ▶ DiversityZinclusion capstone projects
- ▶ Language course and major offerings
- ▶ Global engagement/diversity activities
- ▶ Bridge building dialogues
- ▶ Global current event forums
- ▶ Field study in underrepresented cultural communities

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## Classroom Examples of ARC Practice

- ▶ Humanities & Social Sciences - Public Speaking & Interpersonal Communications
- ▶ Technology & Computing - Team-based competitions
- ▶ Education - Student/parent mediation program
- ▶ Science & Health - Chemistry ambassadors
- ▶ University College - Field Developmental Math & Learning Communities
- ▶ Business - Guest speakers (women in business, Hispanic and Asian Chambers of Commerce)
- ▶ Arts - Hidden Voices Graffiti Art Exhibit



# HIDDEN VOICES

## GRAFFITI



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HIDDEN  
VOICES  
GRAFFITI

