

TCU Core Curriculum

Essential Competencies Proposal for Substantive Change

Background

In the 2017-2018 and 2018-2019 the Diversity, Equity, and Inclusion (DEI) Subcommittee on Curriculum, in consultation with members of the TCU faculty, including members of the Faculty Senate Academic Excellence Committee (AEC) of the TCU Senate to draft language for a Diversity Equity and Inclusion requirement in the TCU Core Curriculum.

In February 2019 the TCU Faculty Senate, approved a more general proposal from the Academic Excellency Committee:

The Academic Excellence Committee, in conjunction with the DEI Subcommittee for Curriculum, propose adding a Diversity, Equity, and Inclusion (DEI) requirement as an Essential Competency to the TCU Core Curriculum.

The TCU Faculty approved this proposal on March 28, 2019.

Proposal:

The Diversity, Equity, and Inclusion Essential Competency (DEI EC) requirement of 3 course credit hours. The DEI EC can overlay with any other Core credits or major/minor requirements. Any course at any level that vetted for DEI would meet this requirement without necessarily adding additional Core hours to the student’s academic plan.

*Diversity, Equity, and Inclusion (DEI) Essential Competency
Competency, Learning Outcomes, and Student Action Steps*

Competency: TCU graduates will demonstrate the skills to communicate and engage with and across diverse communities and identities through an understanding of the dynamics of power, privilege, and difference.¹

Learning Outcome	Student Action Steps
<p>SELF-AWARENESS: Students will demonstrate a working knowledge of diversity, equity, and inclusion through their individual, personal relationships to the concepts of privilege, marginalization, and social justice.</p>	<p>Students will confront their own biases using knowledge about privilege, marginalization, and frameworks of social justice.</p> <p>Skill: self-awareness regarding bias</p> <p>Students will reflectively engage materials such as texts, speakers, and/or co-curricular activities from a diverse range of historically marginalized perspectives within frameworks of social justice.</p> <p>Skill: self-awareness within diverse social contexts</p>

¹ **Diversity, Equity, & Inclusion encompasses past and present disenfranchisement and the resulting inequities in race, gender, class, sexuality, ability, veteran status, and other critical social identities.**

TCU Core Curriculum

<p>ACTION: Students will demonstrate an ability to utilize and act upon a critical understanding of issues of diversity, equity, and inclusion across lines of difference and apply that understanding in a wide variety of personal, professional, and/or social contexts.</p>	<p>Students will produce artifacts that demonstrate their understanding of how power and privilege affect issues of diversity, equity, and inclusion within a contemporary context.</p> <p>Skill: Application of knowledge</p> <p>Students will demonstrate the ability to listen and communicate across difference, including within local and/or global communities.</p> <p>Skill: communicating and acting across difference</p>
<p>APPLICATION TO THE DISCIPLINE: Students will demonstrate a working knowledge of the impact of one or more critical social identities like, race, gender, class, sexuality, ability, veteran status, within the context of a target discipline.</p>	<p>Students will investigate the current state of equity among races, religions, sexualities, ethnicities, genders, social classes, ages, abilities, or other critical social identities within a target discipline.</p> <p>Skill: Application of knowledge within disciplinary-specific context</p> <p>Students will investigate the historical state of equity among races, religions, sexualities, ethnicities, genders, social classes, ages, abilities, or other critical social identities as it pertains to the current state of a target discipline.</p> <p>Skill: Application of knowledge from a historical framework to contemporary issues in a discipline</p> <p>Through creative activity, students will explore issues of equity among races, sexualities, ethnicities, genders, social classes, abilities, or other critical social identities within a target discipline.</p> <p>Skill: Application of DEI-related knowledge to creative production and activities</p>