

March 13, 2023

Course Preparers & Reviewers
UCSF

Re: DEI Initiative from COCOI

Dear Course Preparers & Reviewers:

The UCSF Committee on Courses of Instruction (COCOI) is encouraging all teaching faculty to consider how Diversity, Equity, and Inclusion (DEI) and the concepts of anti-oppression (AO) and anti-racism (AR) may apply to their courses. COCOI also seeks to better understand how this is happening currently and to inspire actions that advance the thoughtful integration of DEI, AO, and AR, throughout courses using a trauma-informed and healing-centered lens. While the exact applicability of these concepts to specific course content may vary, reviewing and considering all aspects of a course through a DEI-AO-AR lens is of vital importance to the University's efforts to support diverse learners and their contributions to society.

Effective March 31, 2023, a brief questionnaire (attached) related to this topic will be added to the course forms on Course Review for all new courses, reactivated courses, and courses for which major change forms are being submitted. Course preparers will be asked to describe any ways in which DEI, AO and/or AR were considered or applied to the course in the areas of course faculty assignment, development, and/or preparation, or in formulating course titling, course goals, course objectives, course content, or course design, as related to the needs of learners and/or the populations that learners are anticipated to serve. Course faculty and course preparers are encouraged to consider UCSF core values and established frameworks for DEI-AO-AR, and to consult DEI-AO-AR resources that are available at the UCSF Campus level, or from their respective School or Division, when considering and/or applying DEI-AO-AR-related concepts in courses. The questionnaire will be included on the course forms on March 31, 2023, the first day in which Fall course forms are available.

Please note that course approval decisions should continue to be based on holistic review, and responses to this section of the course forms will not be public facing nor will the responses determine course approval decisions. Responses will be visible to course reviewers and can be used to guide additional resource development and to provide added consultative support for those faculty who commit to engage in this important work. Specific questions about this form section can be directed to COCOI. An additional section will also be added to the Course Review Help Manual with definitions, examples, and resources related to this topic.

Thank you for your attention.

Sincerely,

Annette Carley, RN, DNP, NP
Chair, Committee on Courses of Instruction, 2022-2023

Inez Bailey, MS
Vice Chair, Committee on Courses of Instruction, 2022-2023

DEI-AO-AR Questionnaire

In this section of the course form, please describe any ways in which diversity, equity, and inclusion (DEI), anti-oppression, (AO) and/or anti-racism (AR) were considered or applied to this course in the areas of course faculty assignment, development, and/or preparation, or in formulating course titling, course goals, course objectives, course content, or course design. Course approval decisions will continue to be based on holistic review.

Note: Please review the Help Manual for more information and resources related to this topic. Responses to this section will not be public facing. Responses will be visible to course reviewers and may be used to guide additional resource development and to provide added consultative support for those faculty who commit to engage in this important work. Specifics questions about this form section can be directed to COCOI.

Question #1 (Response required for all)

Which of the following best describes the consideration or application of concepts of Diversity, Equity, and Inclusion (DEI), Anti-oppression (AO) and/or Anti-racism (AR), for this course, with respect to faculty (assignment, development, or course preparation), course titling, goals, objectives, content, or design (e.g., accessibility, Universal Design for Learning, pedagogy, assessments, expert review of materials for equity and inclusion, etc.)?

- a. DEI-AO-AR-related concepts have not been considered for this course.
- b. DEI-AO-AR-related concepts have been considered for this course, though have not been applied to this course.
- c. DEI-AO-AR-related concepts have been considered and applied to this course.

Question #2 (This question would only appear if response B or C are selected for Question #1)

What DEI-AO-AR-related concepts have been considered for this course?

Question #3 (This question would only appear if response C were selected for Question #1)

What DEI-AO-AR-related concepts have been applied to this course?

Question #4 (Response required for all)

Please indicate any barriers you have encountered in considering and/or applying DEI-AO-AR-related concepts for this course, and any additional resources that would be beneficial in considering and/or applying these concepts for this course?