The Problem with Diversity by Numbers Only: A Talk about Ideological Diversity, Hegemony, and a Dead Italian Guy

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What we will do . . .

Review a few definitions
Discuss a few cases
Identify a problem and discuss some theory
Share some “blind spots”
My positionality . . .

Compassionate read of people.

Critique ideas, concepts, structures NOT people.

Uncomfortable is okay.
What I know about "ideology" is . . .
What is ideology?

Set of beliefs, value systems, and understandings of a social group

Beliefs, values, and ways of understanding that guide policy formation in any society and that intends to explain and justify society’s institutions and social arrangements

Dominant societal ideology might not be held by all

(Tozer et al., 2020)
I am familiar with the term "hegemony."

Yes  No  Somewhat
Case #1 or “We are actually slightly above the national average!”

Interview for Dean of Graduate School at R1

The Question

The Answer
A Few Data Points

- R1 many sponsored grants and programs
- 19.5% STEM graduate students were women (less than 2% Black/African American)
- 55% of Black population Southern States (U.S. Census Bureau, 2019)
- State population is 27% Black
- Land grant institution
Case #2 or “I don’t want to be a slave!”
Case #2 or “I don’t want to be a slave!”

“I did not even think about that.”
Mrs. Kearn
### Uncomfortable Question

After looking at these numbers, what would be one uncomfortable question you could pose about the unit?

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<tr>
<th></th>
<th>Cherryvale</th>
<th>State Level (SC)</th>
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<tbody>
<tr>
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<td>1%</td>
<td>2%</td>
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<tr>
<td>Hispanic</td>
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<td>n/a</td>
</tr>
<tr>
<td>Two or More</td>
<td>1%</td>
<td>4%</td>
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One Explanation

Antonio Gramsci (1891-1937)

An Uncomfortable Question

When there is a dominant social ideology, exactly can group maintain power of thought, expression, and will especially when they promote ideas, structures, practices, etc…, that are often times is at odds with the wellbeing of the average person?
Simple Definition

**Hegemony**
the social, cultural, ideological, or economic influence exerted by a dominant group


**Hegemony Theory**
Dominant (uncontested) ideology justifies positions, ideas, systems, process, curriculum, etc.
Public is socialized into accepting views through schooling, media, workplace
Dominant ideology can serve to limit discussion/debate and promote acceptance of the status quo
Simple Idea: The Blind Spot

When dominant social groups/cultures benefit from an ideology, education can produce a blind spots

Cultural hegemony = consent to maintain the status quo

Well meaning individuals unintentionally perpetuate oppressive/exclusionary practices
What are some "blind spots" at ETSU?

Top
Inclusive Deliberation

Is NOT dogmatic ranting

Is NOT acceptance of all ideas (attempting to create conflict-free community)

(Remember – uncomfortable is okay)

Inclusive Deliberation

“...where marginalized voices are encouraged to speak, listening is generous, students have studied the alternatives they are weighing, claims are supported with evidence and reasoning, and a rich inventory of historical, scientific, and literary knowledge is brought to bear.” (Walter Parker)
References and Sources


https://www.philosophizethis.org/podcast/gramsci-hegemony?rq=gram