

To me, racism is intolerable and an ethnic inequity is not only incomprehensible but inevitable. The non-Hispanic white population is expected to be a minority by 2050. Hispanic and Asian populations are increasing. As a future teacher, I would not want to be a member of an educational institution that sees otherwise. I think most schools already have a zero tolerance for racism, bullying, and sexual harassment. As part of being culturally responsive and responsible, I would not only make that expectation clear from the beginning, I would incorporate activities that naturally and subtly promote diversity and inclusion, and intercultural education. The underlying goal would be to promote understanding, respect, and awareness of others and their way of life. I think it starts with empathy, compassion, and openness. My action plan to ameliorate ethnic inequity would begin with an effort on my part to be cognizant of the demographic diversity in the classroom, aware of cultural and social differences, and informed of unique cultural attributes that could affect learning, including linguistic nuances, values, and beliefs. The plan would then focus on structuring the curriculum in alignment with the demographic makeup. In a previous assignment, I mentioned using personal names, place names, foods, and cultural celebrations of the respective cultures in exercises and examples. For example, a section on holiday celebrations could highlight special foods eaten, religious beliefs, and customs and comparing them with those of different cultures (Christmas, Hanukkah, Kwanzaa, Chinese New Year, Diwali, etc.) while introducing a specific grammatical pattern (e.g., present habitual tense) at the same time. The overall goal would be to spread awareness of different customs and dispel racist and stereotypical views in a fun manner as part of the curriculum.