



PROGRAMS OF PUBLIC AFFAIRS



COURSE REVIEW

Justice

Equity

Diversity

Inclusion



JEDI Initiative

PROGRAMS OF PUBLIC AFFAIRS
UNIVERSITY OF UTAH

The Justice, Equity, Diversity, and Inclusion (JEDI) Initiative's purpose is to identify and implement concrete actions that foster anti-racism and anti-oppression across all contexts of the Programs of Public Affairs. The Initiative consists of an Advisory Council and a Working Group, but its success hinges on the oversight, input, and contributions of all PPA faculty, staff, students, and alumni.

SPRING 2022
COURSE EDI REVIEW





SPRING 2022
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About **the review**



SPRING 2022 EDI COURSE REVIEW

The purpose of this review was to provide clear assessments of equity, diversity, and inclusion (EDI) content, coverage, and application across Programs of Public Affairs (PPA) curricula, as well as how these can be improved. The gathered information will be used in 3 ways:

- Instructors were provided with their individual review results by course, to support instructional information and development
- The aggregate results help us assess the extent to which, and how, EDI matters are being addressed across PPA courses.
- The results will help us better understand how we can support EDI-conscious classrooms and curricula across the PPA.



TERMINOLOGY

A NOTE ON LANGUAGE

This review used the combined terms "equity, diversity, inclusion" (or EDI) in reference to *systemic and institutional deficits* in the form of discrimination, marginalization, or oppression of people on the basis of specific identities/characteristics, as well as *celebration and empowerment* of differences, diversity, and traditionally oppressed people. The following definitions were also provided to instructors conducting reviews:



E

EQUITY

The fair distribution of resources and opportunities, accounting for past and present events, conditions, and contexts

D

DIVERSITY

Sociodemographic differences—specifically those that characterize traditionally marginalized individuals and groups on the basis of race, ethnicity, gender, sex, sexual orientation, ability, and language

I

INCLUSION

Authentic and empowered participation that extends to a true sense of belonging for all, but especially the traditionally marginalized, across all program levels

COURSES

SPRING 2022 COURSE EDI REVIEW

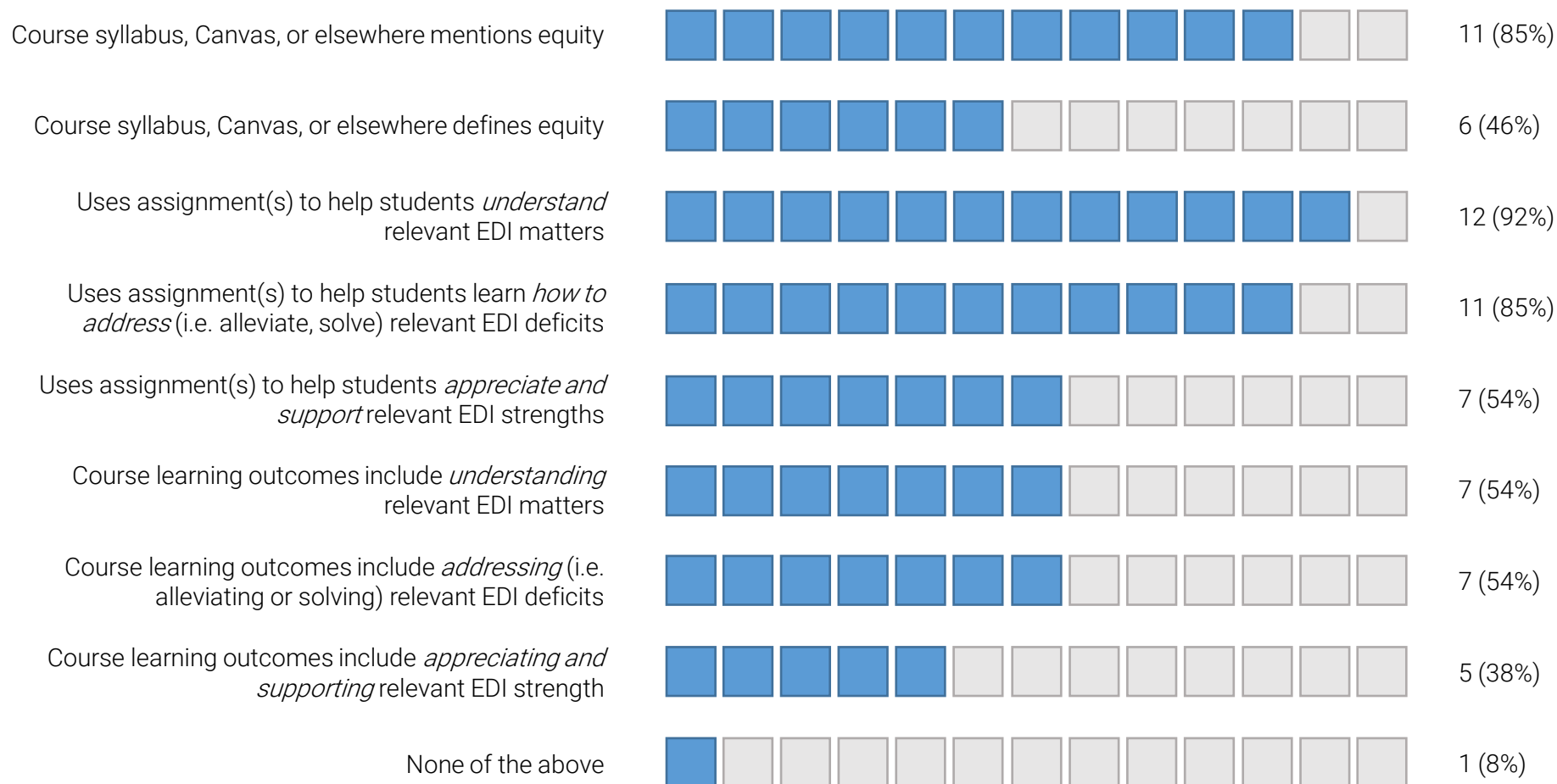
All instructors of Programs of Public Affairs courses for the Spring 2022 semester were asked to complete a course review. Ten instructors responded, completing reviews for 13 sections of 12 unique courses (listed to the right).

PADMN 6210 - Public Administration & Law
PADMN 6289 - Research Design
PADMN 6300 - Administrative Theory
PADMN 6321 - Health Policy
PADMN 6323 - Policy Analysis
PADMN 6335 - Governance & the Economy
PADMN 6340 - Organizational Leadership & Change
PADMN 6965 - Social Justice Leadership
PADMN 6965 - Managing Diverse Organizations
PADMN/PUBPL 6563 - Evaluation
PUBPL 6900 - Public Policy Research
IAGE 6900 - Capstone Seminar



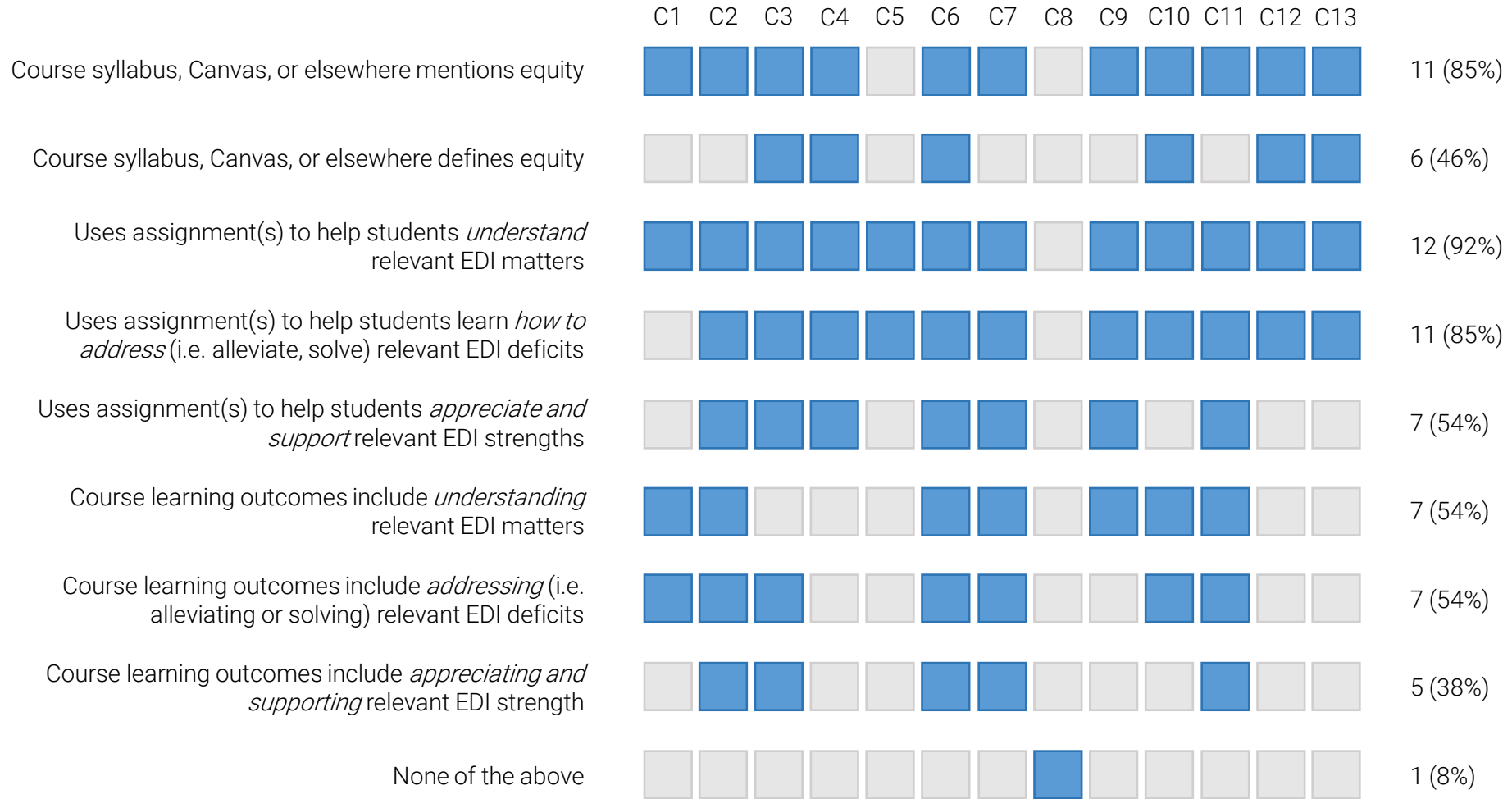
Results 1.

COURSE APPLICATION AND TREATMENT OF EDI MATTERS



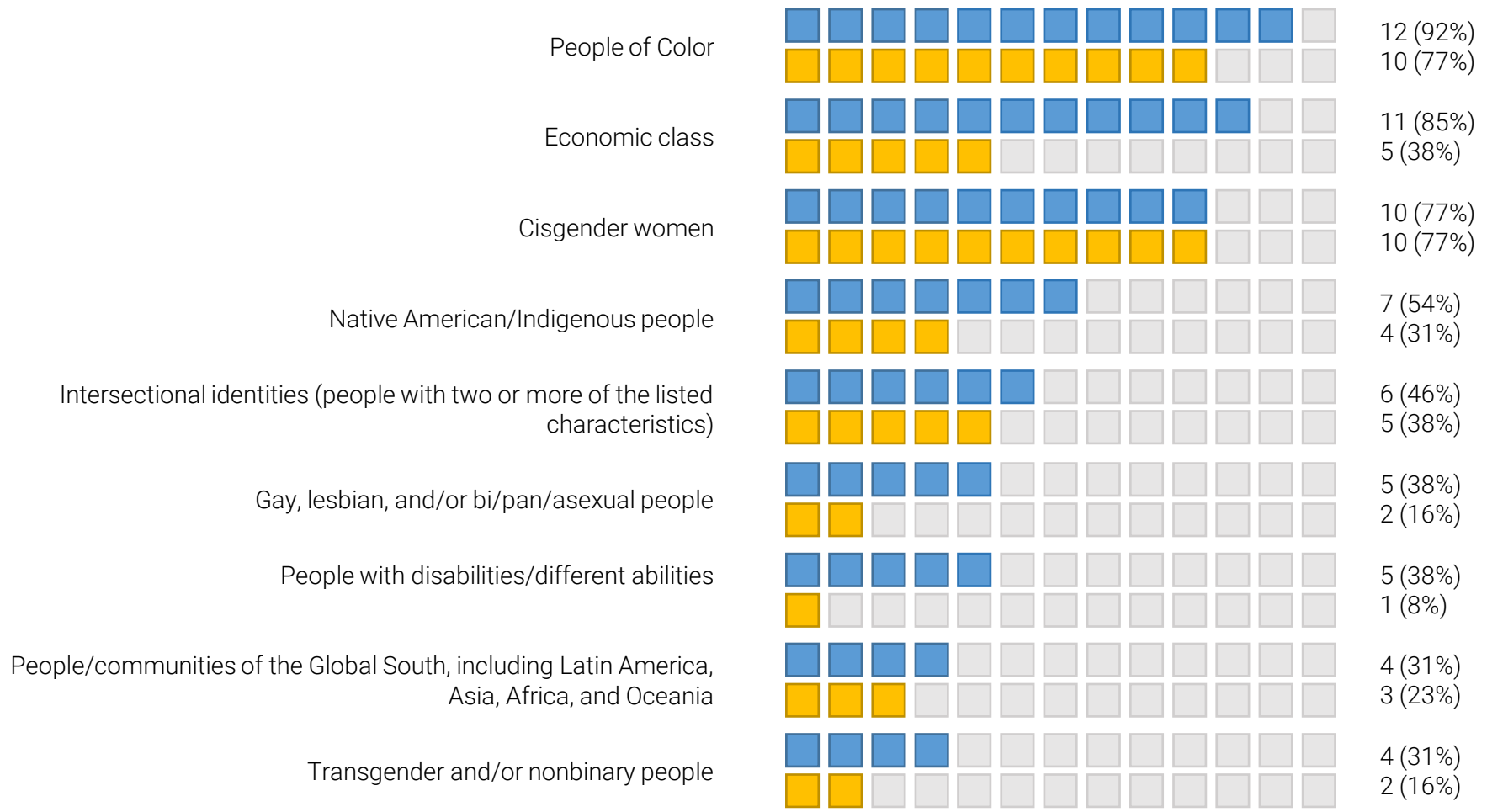
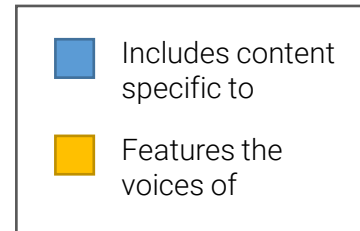
Results 1.1

COURSE APPLICATION AND TREATMENT OF EDI MATTERS RESULTS BY CLASS



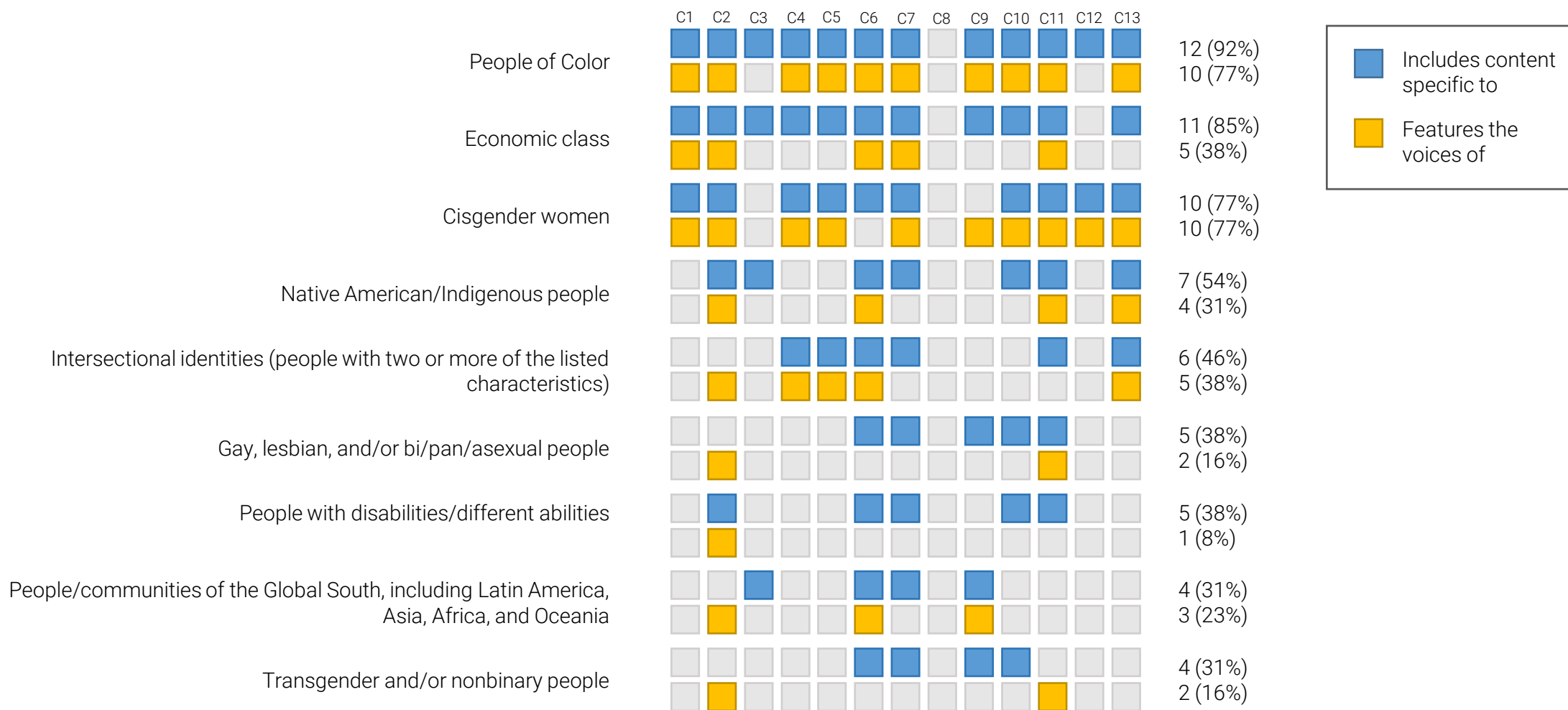
Results 2.

REPRESENTATION IN COURSE CONTENT & AUTHORSHIP



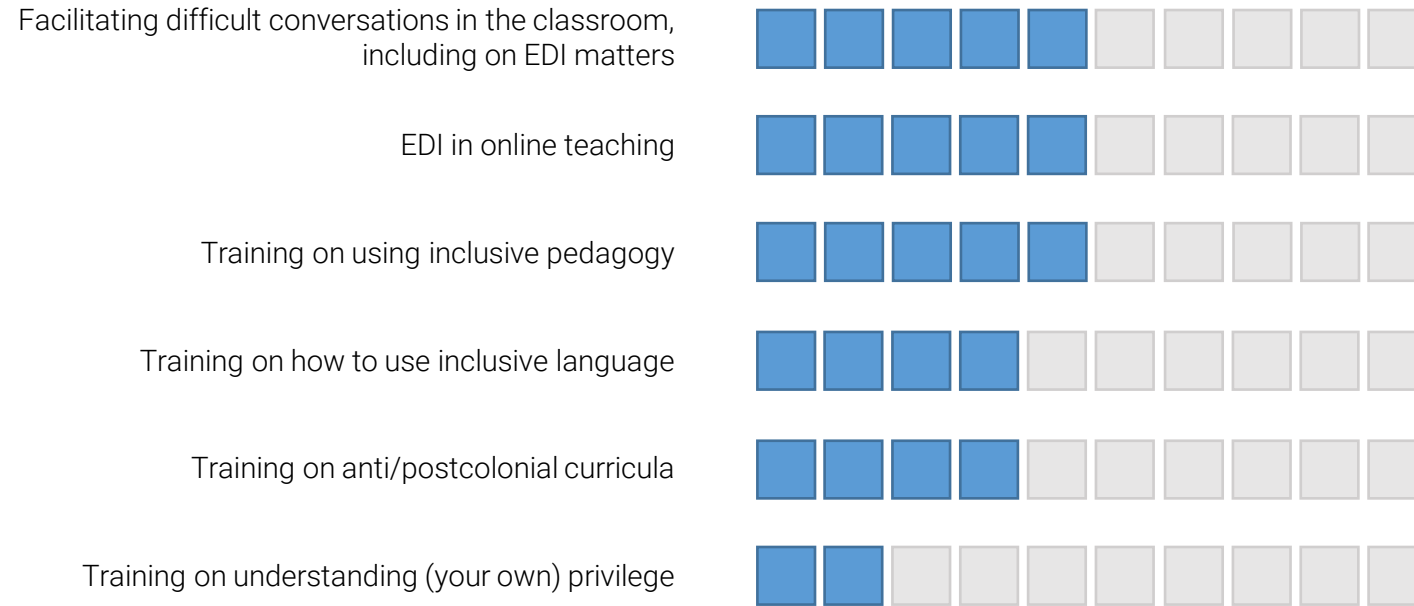
Results 2.1

REPRESENTATION IN COURSE CONTENT & AUTHORSHIP RESULTS BY CLASS



Results 3.

DESIRED EDI TRAINING

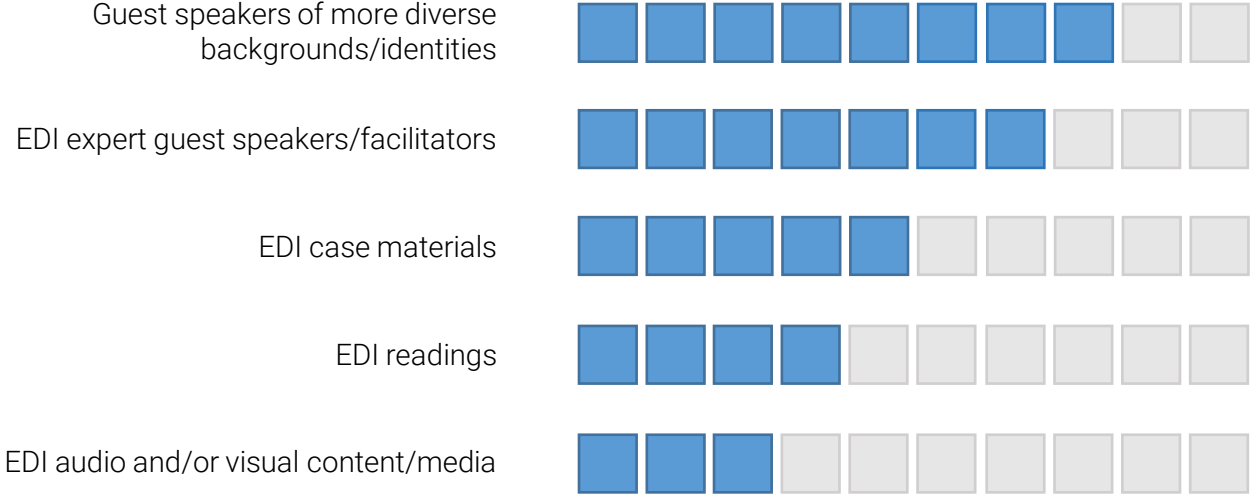


QUESTION PROMPT: "Which of the following EDI trainings would you like to see from the PPA?
Please select only those options that you are reasonably confident you would attend" (n = 10)



Results 4.

DESIRED EDI RESOURCES



QUESTION PROMPT: "Which of the following EDI trainings would you like to see from the PPA?
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Next steps

JEDI INITIATIVE
EDI COURSE REVIEWS



- Repeat by semester
- Refine instrument & process
- Source third-party audits
- Continue to publish results





Justice

Equity

THANK YOU.

Diversity

Inclusion



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