



# *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 . . .*



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Review a few definitions

Discuss a few cases

Identify a problem and discuss some theory

Share some “blind spots”



*My positionality . . .*

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**Compassionate** read of people.

**Critique** ideas, concepts, structures NOT people.

**Uncomfortable** is okay.

# What I know about "ideology" is . . .

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# What is ideology?

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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)

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# I am familiar with the term "hegemony."

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Yes

No

Somewhat

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# *Case #1 or “We are actually slightly above the national average!”*

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Interview for Dean of Graduate School  
at R1

The Question

The Answer

# *A Few Data Points*

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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)

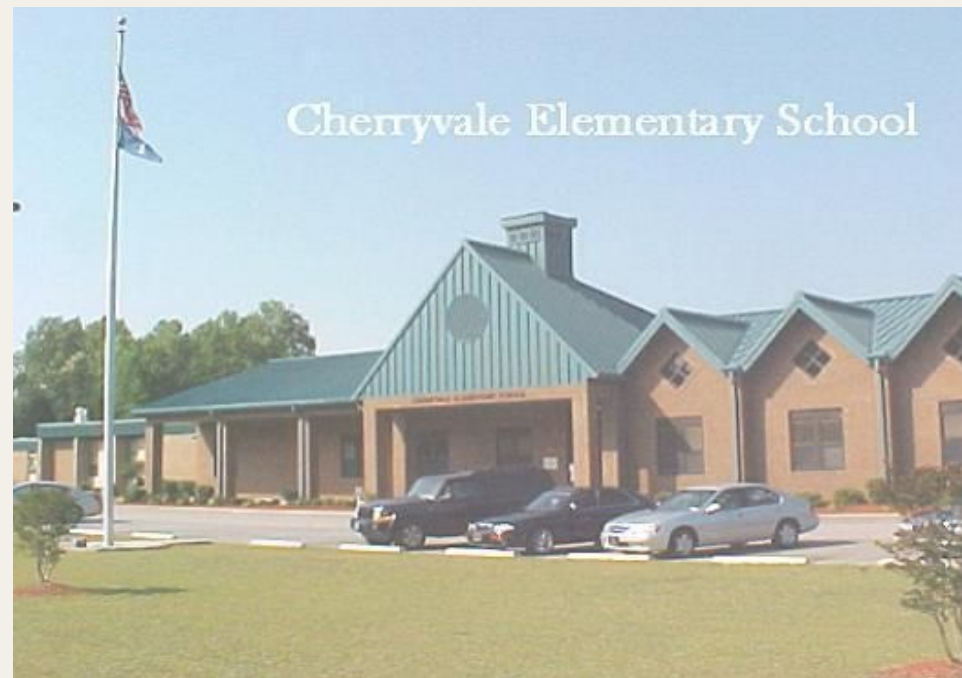
State population is **27% Black**

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!”*

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***“I did not even think about that.”***  
Mrs. Kearn

## Uncomfortable Question

	Cherryvale	State Level (SC)
Asian	1%	2%
Hispanic	3%	9%
Black	69%	34%
White	25%	51%
Hawaiian	1%	n/a
Two or More	1%	4%

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

# *One Explanation*

*Antonio Gramsci (1891-1937)*



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*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

(<https://www.merriam-webster.com/dictionary/hegemony>)

## ***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?

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# *Guided Conversations Through Ideological Diversity based on Inclusive Deliberation*

## *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 *spea***k**, *listen***ing** is generous, students have studied the alternatives they are *weigh***ing**, claims are *support***ed** with **evidence** and reasoning, and a rich inventory of **historical, scientific, and literary knowledge** is brought to bear.” (Walter Parker)

# References and Sources

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Canestrari, A. S., & Marlowe, B. A. (Eds.). (2004). *Educational foundations: An anthology of critical readings*. Sage.

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Tozer, S., Violas, P. C., & Senese, G. B. (2020). *School and society: Historical and contemporary perspectives*. New York, NY: McGraw-Hill.