



HEA Teaching and Learning Conference December 2024

Driving Changes in Teaching and Learning through Policy and Innovation

HEA AN tÚDARÁS um ARD-OIDEACHAS
HIGHER EDUCATION AUTHORITY



How To Talk About Race

Name of Institution/Organisation
SETU Waterford
Who led the initiative?
Department of English School of Humanities
Date and timeframe of the initiative
Policy development: Feb 2024-Jan 2025 Policy in place: 2025-2030
What was the reach of the initiative?
Staff Workshop – 25 people Student Workshop – 60 people

Aims/Objectives
The aim of this initiative was to support SETU staff in learning how to raise the topic of race particularly when teaching in a predominantly white community. The objective of the workshop was to help lecturers deal with any concerns about assumptions and racial stereotypes in the classroom, the fear of saying the wrong thing or dealing with conflict and emerging biases. A secondary aim was to explore how teachers can model racial awareness, thereby inviting students into the process of active learning, and help lecturers discuss issues of race in a way that leads to effective conversations in the classroom. The initiative included a three-hour workshop for staff focused on how to teach race and a two-hour workshop for students on how to have critical conversations about race.
Rationale and Identified Needs
With the recent global Black Lives Matter movement, many organizations, schools and staff have prioritized the need to proactively address racial inequity and inclusion in the classroom to facilitate equality of experience for all students and staff irrespective of race, nationality of descent or ethnicity. To this end, race, racism and antiracism have become very important. It has become even more important to bring these conversations into the classroom because race is a growing part of public conversation and integrated into so many aspects of how our social world is organized. Students want to learn, and they should be part of that conversation. Irrespective of race, all students should be discussing race because they are members of a multicultural society and world.



Frameworks, Policies, or Strategies Aligned (internal, local or national)
The Equality Act 2010 SETU EDI Policy 2023

Categories	Elements	Topics	Target Groups
Commit	Leadership, Strategy & Governance		Students Staff
		Inclusive and Equitable Teaching Practices	
		Student Engagement and Partnership	