

# How to promote diversity and inclusivity in gifted programs

By: Mikayla Fils-Aime

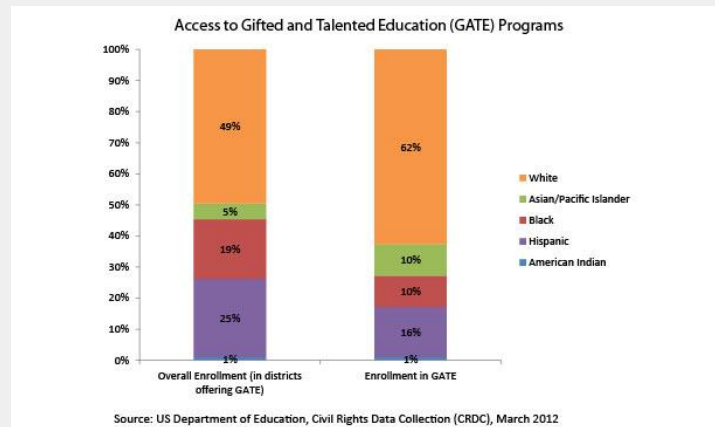


# Diversity in Gifted Education Programs



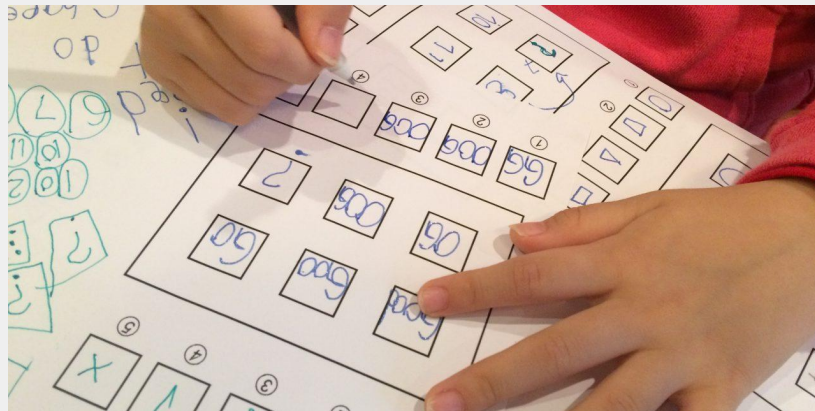
# Improving minority recruitment gifted programs

- African American and Native American students are vastly undervalued within traditional academic achievement.
- Poor children and minority children are often overlooked because of a lack of funding and are less equipped with the resources needed to push them through school.
- Teachers struggle to identify advanced students because students fail the common IQ and standardized achievement tests.
- Students are most commonly referred for Gifted programs by their teachers and parents.



# Methods of Identifying Gifted Students

- The use of performance-based assessments
- Different cutoff scores based on appropriate groups
- Analysis of student level data
- The use of nonverbal ability tests
- Student level data and data description
- The use of grade/school level data from other districts



# Incorporating minority voices

- Many minority students feel isolated and fail to join gifted programs because of a fundamental lack of representation within excelled programs.
- Minority students identified as gifted received negative reactions from their classmates as a result of their high academic placing.
- Minority students feel the need to put on a certain persona in order to assimilate to non diverse classrooms and in turn forgo their culture and individuality.





# How to forgo racial profiling and stereotypes against students

- A giant reason for a lack of minority representation is that teachers characterize African American students as not hard working and fail to push them towards academic success.
- “Individuals connect “acting White” with school achievement, intelligence, and positive attitudes toward school; and attribute “acting Black” to low school achievement, low intelligence, and negative attitudes toward school.”
- Many african American students find themselves either dropping out of school or struggling through college because of a lack of fundamental teaching.



# Programs for minority students

Although poor communities struggle with finding the resources to promote individual interests and to fund interactive curriculums, I have listed a few programs designated for minorities with their own communities.

- Project Excite  
<https://undergradaid.northwestern.edu/work-study/jobs/on-campus-jobs/education-and-social-policy-project-excite-tutor.html>
- Nation Action Council for minorities in Engineering (NACME) - <https://www.nacme.org>
- AI4ALL-Artificial Intelligence program for minority youth - <https://ai-4-all.org>
- Project Live - <http://www.projectlive.org/about-us/history-and-overview>



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