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WRT 205

Source 1: ted talk -Access aint inclusion

“‘On Diversity: Access Ain't Inclusion.” Performance by Anthony Jack, *YouTube*, YouTube, 13 June 2019, www.youtube.com/watch?v=j7w2Gv7ueOc.

 Anthony Jack is a junior fellow at the Harvard Society of Fellows who researches the topics of diversity among lower income undergraduates. He was also a Harvard graduate from a poor neighborhood in Miami and an assistant professor of Education at the Harvard Graduate School of Education. In the ted-talk Anthony Jack speaks of the differences between low-income undergrads and those of higher income when it comes to college. The lower income undergrads which he describes as having two sections: the doubly disadvantaged who entered college from local “typically distressed high schools”, and the privileged poor who entered from boarding, day, and preparatory high schools. Anthony maintains that although there are two sections of lower-class students, they both remain disadvantaged when it comes to the college experience because they are not aware of the hidden curriculum which is comprised of different unsaid rules and tricks. He spoke about the tendency of colleges to assume that everyone is equal which is not true because more often than not the lower income students are not afforded the same luxuries as the higher income students.

 Anthony Jacks Ted-talk is very important to my topic because he provided not only the view from a lower income graduate but also from the view of a professor who is able to observe the differences in his students. I like that he was able to form connections between everything he mentioned, for instance when he explained the correlation between the awareness of the “privileged poor” students’ of the hidden curriculum to the advice they may have received from their teachers who mainly held PHDs. I found it important when he mentioned that colleges prefer to admit the “privileged poor” students rather than the “doubly disadvantaged” because they bring diversity but also have some awareness of higher education. This directly correlates to when Anthony said “colleges like many institutions have invested millions in diversity recruitment but have thought less about what to do when students arrive on campus. Access aint inclusion.” This quote stood out to me because it not only explains the main message of the Ted-talk, but it also connects to the reading “Changing organizational culture: from embedded Bias to Equity and Inclusion” when Wong said, “notions of equality are usually associated with sameness”. Colleges assume that if these students are admitted the same as other higher income students, they have given them a fair and equal chance which is not the case since these students need additional support. This all supports my topic because it shows that there is a difference between diversity and inclusion. In the comments of this ted-talk a user said “As a “doubly disadvantaged” student going into a top-notch college, I struggled with the hardship, the connection and the overall inclusion of the place myself. This is 1000% true. If it wasn’t for my research professor and his wonderful wife (also a faculty) I wouldn’t have lasted much longer feeling as if I was the only one in the room, alone.” This just goes to show even more that when diversity is present without inclusion, it is very hard for the minority groups to succeed.