

Countering Racism and Linguicism with Inclusive Teaching Materials

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Racism is discrimination based on race. **Linguicism** is discrimination based on language.

How English is Racialized (given meaning based on racial categorization)

Constructing English as White

- *Textbook representation: Images show the US as “the land of the White elite,” Blacks as “poor and powerless,” Whites as “wealthy and powerful,” and race divided by continent (Taylor-Mendes, 2010)*
- *Kachru’s Circles: The Inner Circle (Australia, Canada, Ireland, New Zealand, the US, the UK) is predominately white countries, while the Anglophone Caribbean and South Africa (predominately non-white countries) are excluded, despite meeting the same criteria.*

Racializing Non-Standard Englishes

- *Caribbean Creole English: Spectrum from Creole to Caribbean Creole English to standard Caribbean English. Binary construction of native vs. non-native speakers discounts Caribbean native speakers (Nero, 2000)*
- *World English Speakers in ESL: Students from Caribbean and West African countries who speak English as their L1 are placed in ESL, while white students from Scotland and Australia are not. (Romney, 2010; Motha, 2014)*
- *Ebonics: a term for African American English, which was at the center of a 1996 debate when the Oakland School Board declared it an African Language, separate from English (Delpit, 2002; McWhorter, 1998)*

Racializing Nonnative Speakers

- *Accents as a Mark of Otherness: African immigrants to Canada were excluded and considered non-Canadian on the basis of accent, despite being fluent in English (Creese & Kambere 2002)*
- *Discrimination against NNETs: TESOL job advertisements often specify native speaker status or country of origin, which can be a front for excluding on the basis of race (Mahboob, 2006). 88% of online TESOL job advertisements in the Middle East and Asia were discriminatory (Ruecker & Ives, 2013).*

Linguistic Prejudice against Non-White Native Speakers

- *Questioning teachers' credibility: Students question non-White teachers. 77% preferred White American teachers over American teachers of other races (Stephan, 2006).*
- *Racial bias in listening: When listening to the same recording, but shown a video of either a White or Asian woman, study participants rated the Asian woman as less understandable (Rubin, 1992)*

3 Types of Inclusive Teaching Materials

- World Englishes Listening Exercises
- Images of Diverse English Speakers
- Readings by and about English Speakers of Color

Ideas for Challenging the Racialization of English

- Recognize the construction of English as White and critique it when it happens
- Recognize the diversity of English users: the majority are nonnative speakers of color
- Consciously incorporate people of color into the images you use to represent English
- Train students to recognize and understand a variety of Englishes, including diverse accents
- Be conscious of your pronoun use in class: who is "we" and who is "they"?
- Speak up about the placement of L1 World English speakers in ESL classes
- Use students' home dialects as a bridge to standard English literacy
- Advocate for NNEST equality in TESOL
- Don't take jobs that are advertised using discriminatory postings
- Be aware of the effect your own racial identity has on your students

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