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Organizational Behavior
December 1, 2021
Dr. London

My partner Ryan and I just recently completed our TA session for the semester on Diversity and Perception. This was my first time doing something like this, so at first, I can admit that I was a little nervous throughout the planning process, but when everything started to come together, I felt more confident. Prior to our first meeting with our professor Dr. London, I read the chapters in the textbook, and picked out things that were interesting that we could talk about. The two chapters were roughly 75 pages long. I was able to pick things out that I thought the class would really find useful, and also find activities/discussions that were very interesting regarding those topics. After my second meeting with Dr. London, I started explaining things that happened in my daily life regarding social justice, so he implied that I share some of that content too. Ryan and I were going to focus more on what was in the textbook, but Dr. London encouraged us to think outside the box, and also use outside resources with a mixture of our personal experiences. I've been in many lectures about DEI, and most of them have been boring, so having this opportunity to teach a class on it was perfect because I was able to make it into a lesson that was exciting, and something that my classmates could remember. Dr. London's insights were very helpful because we were able to look at some sources on diversity, inclusion, perception, stereotypes, and also social justice, that really shaped the class well, and we were able to have some wonderful discussions. In the 3rd meeting, we went over the slides that we created, the content that we will bring to class, and also some videos that were very helpful in understanding the concepts. Overall our planning process went smoothly, all three of us had great insights, which we pooled together to form a solid structure.

We Intentionally structured the class to get through the contextual material that we had first, and closer to the end we got into more of the emotional and personal side of the discussion. I was impressed to hear everyone's perspective on these topics because it is not usually something that I've heard from former lectures that I've sat in. Our main challenge was with time management of the session, we had way more content that we needed for the time span of the class, which is not a bad thing, but if the opportunity was presented again, we would've structured it differently. Something that I really love about the class is that we are all eager to participate, so some of the discussions went over time too, which resulted in us having less time to engage in more activities. We used 2 videos in the slides, one on single-mindedness and another one on Coca-Cola's diversity plan. The first video was excellent but the second one could've been removed to free up more time. A high moment in the class was when I did a reenactment of being pulled over by a cop 2 years ago, which resulted in them illegally searching my car. It was a high speaking about it because I never told anyone outside of my circle before the planning process of this TA session. I also saw that my story really touched my classmates, and that really meant a lot. That moment was also a low moment for me because the experience was very traumatic, and everytime I tell that story, I have to revisit that night in my head.

I think the session created a major impact on the class, more importantly, how they view diversity, and we spoke about it from a perspective that was unique. We also introduced a video that demonstrated a really good model on how to improve diversity efforts in organizations. Being able to watch a video so powerful, and have really good discussions about these topics, created real awareness of these issues. We had discussions about a number of things that impacted them emotionally, especially me talking about getting pulled over by a cop. I am usually a person that is always in good spirits, I try my best to treat those around me the best I

can, be supportive, etc. But what happened to me was real, scary, and that situation could have taken a turn for the worse. Based on my character, they didn't know that something like that would've ever happened to me. After looking at their feedback, they expressed their appreciation of me bringing my personal experiences to class because it helped them understand the topic much better. They really liked the videos that we showed them, they liked the discussions that we had. We also did an activity in the beginning of class regarding the diversity of music choices, which got the class off to a good start. Someone expressed that they liked that activity. Overall, they loved how we input our personal experiences across most of the discussions that we had.

This experience is definitely a highlight of the semester. I've never taught a class before, let alone imagining teaching a college course on a topic that is so delicate. I've enjoyed every single moment of it, and I'm so grateful for the opportunity. I've done regular presentations in a number of different courses here at Muhlenberg but doing something like this, planning and facilitating a class is surely not something I thought I was capable of doing. I commend Dr. London for giving the class this structure because it really made it easier for us to execute the plan that we had. In my learning goals in the beginning of the semester, I wrote that I would like to improve on my presentation skills for this semester, and after this session, I'm happy to say that I've taken a huge step in accomplishing that goal. I also learned that teaching can be really fun especially when you have a class that is super engaging, and we can talk about real-world issues. I think commanding a room has to do with respect, I think since the beginning of the semester, we showed how much respect we have for each other, so it played a huge role in taking that step and controlling the class in the direction that you intended. In the future, if I have to do something like this again, something that I'll work on is my time-management skills through

planning. I had to eliminate a few slides/activities in respect to the time that we had, so that was my biggest issue. Other than that, I really enjoyed this experience, and I really hope I'll be able to do it again.