



Assignment 3: Analyzing Professional Codes of Ethics Using Deep Diversity Framework

Learning Objective(s):

- Use a framework for inclusive practices to critique professional codes of ethics
- Deepen understanding of interplay of emotions, cognitive biases, tribalism, and power and impacts on generating us vs. them divisions
- Gain practice writing in memo-format and presenting information to professional audience

Core Concepts/Terms:

- Codes of Ethics
- Emotions
- Bias
- Tribes
- Power

Evaluation Criteria: You will be graded based on your demonstration of your ability to:

- Highlight the connections or lack of connections between your given field's code of ethics and Choudhury's Deep Diversity framework
- Generating thoughtful recommendations for improving your field's code of ethics

For this assignment, you need to write a one to two-page memo to an ethics committee of your given professional organization. Your memo should provide a thoughtful critique of your field's code of ethics from the standpoint of fostering inclusivity and diversity and care. To inform your critique, you should draw on course reading, especially Choudhury's *Deep Diversity*, which lays out a four-part framework of emotions, biases, tribes, and power. (If you are aware of or encounter a separate framework that you prefer to use instead, you may do so. Please inform the instructor beforehand if you choose to go this route.) Below are a recommended (but not necessarily required) process and format for you to follow.

Process:

1. Familiarize yourself with Choudhury's framework. Chapters 1 and 7 Of *Deep Diversity* provide a solid foundation.
2. Obtain one or more professional code of ethics for your field (e.g. the American Planning Association's Code of Ethics for the American Institute of Certified Planners)
3. Develop a process for using Choudhury's framework to analyze the code of ethics. This process need not be complicated, but it should be replicable. For example, one might read each paragraph of the code and put a mark in the margins for each time you encounter one of the dimensions of the framework (e.g. 'E' for something in the code referring to the emotional aspects of the professional code.)
4. Conduct the process and take notes on what you find (or fail to find) in the code of ethics.

5. Write up and present your findings in a one to two-page memo addressed to the committee or organization responsible for maintaining and updating the code of ethics for your profession.

Format:

- Standard memo format (To, From, Date, RE); make sure to use section headers and design elements (e.g. bold, italics, underline, bullets, graphics), as well as providing ample white space, to make the memo easily digestible.
- Five recommended sections include:
 1. Summary paragraph that encapsulates the core points of the memo (recommend writing this last)
 2. Deep Diversity Overview: a few sentences explaining the framework to an audience not already familiar with it. You may quote Choudhury, so long as cite appropriately)
 3. Process Overview: a few sentences describing your analysis process, including how you obtained the code of ethics document and the version (date) of the code.
 4. Key findings: a couple of paragraphs and a graphic or two (e.g. a chart or table or infographic) summarizing what your analysis discovered.
 5. Recommendations: suggest two or more recommendations for adjustments of the code of ethics to make it more conducive to fostering an inclusive profession; a bullet point list may work well