



From Keywords to Action: Fostering Student-Driven DEI Culture in EFL through AI-Generated Acronyms (#2437)

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Introduction

- **Background:** EFL classrooms often face barriers like low participation and groupthink when discussing Diversity, Equity, and Inclusion (DEI), making abstract values hard to apply.
- **Approach:** Moving beyond traditional instructor-led rules, students submitted key phrases that AI synthesized into co-constructed acronyms (B-R-I-D-G-E, V-O-I-C-E-S). This democratizes rule-making, empowering students as active creators of their learning community.

① Problem → ② Keywords → ③ Acronym → ④ Use → ⑤ Reflection

1. Theoretical Framework

OECD 2030	Keidanren 2040	MEXT 2012
Focus on Transformative Competencies: Creating New Value, Reconciling Tensions, and Taking Responsibility.	Social Foundation Skills: Stepping Forward (Action), Thinking Through (Logic), and Teamwork (Collaboration).	Global Talent Pillars: Communication skills, Agency/Initiative, and Intercultural Understanding/Identity.
• RQ1: How do AI-supported acronyms help bridge abstract global/institutional frameworks (OECD, Keidanren, MEXT) and student-centered classroom norms?		
• RQ2: How can AI-generated acronyms be tailored to different course contexts (e.g., REI, GREAT, BRIDGE, VOICES) to foster student agency and psychological safety?		

2. Methodology

Acronyms translate abstract DEI principles into **actionable behavior** through a cyclical process:



3. Why Acronyms?

- Cultural Resonance**
 - Japanese Context : Condensing values into idioms (Yojijukugo / Hyogo 標語 / Slogans).
 - Acronym Innovation : Recombining letters into meaningful words (GREAT, BRIDGE).
- Micro -Scaffolding**
 - Reduces cognitive load; easy to recall & act in real -time interactions.
 - Builds a shared classroom language.
- Context -Based Application**
 - Context A (EGP / Teacher -Led): GREAT / REI → Norm -building
 - Context B (EAP, Debate / Student+AI) : BRIDGE / VOICES → Value co -creation

4. Case Overview

Context	Problem	Acronym	Focus
• Engineering Department	Discriminatory / Offensive remarks	→ R-E-I	• Respect
• Conversation Course	Lack of engagement & Discipline	→ G-R-E-A-T	• Learning habits
• Debate Class	Conformity bias / Groupthink	→ B-R-I-D-G-E	• Perspective building
• Discussion Class	Fear of making mistakes / Anxiety	→ V-O-I-C-E-S	• Inclusive discussion

5. Top 5 Key Words (Students' Survey)



*Data based on 2026 Student Survey (n=29). Highlights the shift toward collaborative inquiry and ethical agency.

6. Conclusion: Bridging Voices

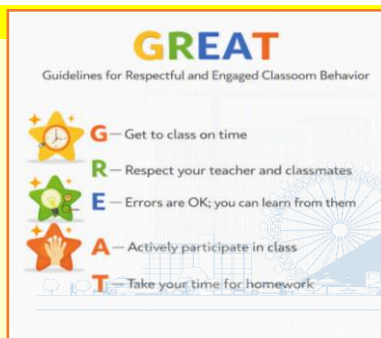
- **Empowerment through Acronyms:** Co-constructing missions like BRIDGE / VOICES transformed abstract DEI concepts into personal goals.
- **Shift in Agency:** Students moved from passive AI usage to critical, human -centric thinking.
- **Psychological Safety:** The "Pieces of Peace" mindset fostered an environment where diverse perspectives are valued as essential components .

"We are pieces of peace."

"I want to improve my dialogue skills to create a better world by connecting with diverse people."

Student-Led Mission Achieved:

From Theory (OECD/MEXT) to authentic Student Agency



Reference:

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