

TIPS TOWARD INCLUSIVITY

Strategies for Building Equity & Inclusion in the Classroom

BEFORE THE CLASS

- ▶ **Examine your Bias:** Instructors must engage in difficult work of self-examination to determine what their biases are and how to challenge them
- ▶ **Define Learning Environment:** Include an inclusive learning environment statement

DURING THE CLASS

- ▶ **Build Rapport with Students:** Know your students' names, how to pronounce correctly, and their interests (i.e., create a GroupMe and ask for pet photos)
- ▶ **Share your Pronouns:** Introduce your gender pronouns, include them in your Zoom name, and provide opportunities for your students to share their pronouns (i.e., survey, discussion board) if they want to
- ▶ **Show Vulnerability & Accountability:** Admit when you make mistakes (i.e., messed up due dates); share some relatable personal details (i.e., when you received a failing grade on an assignment or when you let down your teammates); have mental health check-ins (i.e., through discussion boards, emails check-ins, Zoom chat, GroupMe)
- ▶ **Close Caption all Videos & Live Zoom**
- ▶ **Examine Assessments:** Check your materials to ensure that they utilize inclusive language (i.e., People First Language)
- ▶ **Include Diverse Images:** Provide inclusive photos (i.e. Muslim women pilots, Lesbian couple getting married, person with a disability surfing)
- ▶ **Assess Diversity:** Invite diverse guest speakers; partner with underserved populations with community projects
- ▶ **Feedback:** Survey and provide feedback midway during the semester (i.e., start, stop, continue)



AFTER THE CLASS

- ▶ **Reflection:** Journaling about your thoughts and observations related to your class (use the form that you prefer i.e., video or audio recording, written, etc.) will help you identify key considerations for enhancing your course and your overall teaching practice both in the immediate term, and over time

This document was created by Dr. Stefanie Benjamin, Assistant Professor in Retail, Hospitality, and Tourism Management in her capacity as Faculty Innovator for TLI.