

Inclusivity

- Everyone participates
- Equality – level playing field

What might keep people from being treated equally? Solutions?

- Location in class (back of the room) → Instructor parts attention to all parts of class
- Lack of interest
- Lack of personal investment
- Fear, don't want to be picked on (asked Qs)
- Language barriers

- Gently try to draw out students that appear shy
- Create community guidelines
- Make sure everyone understands terms/language used
- Direct students to resources
- Set a good tone from day 1
 - Create a safe environment at the beginning
 - Ice breakers – get people comfortable
 - Small talk

Language barriers?

- Give time for students to respond
- Don't rush students
- Help students find the right word
- Have students write out answers

What to avoid in a class

- Hurrying student (especially when language problem)
- Make students aware of resources – Access and Diversity
- Idioms and humor can be excluding
- Sarcasm can be a problem
- Create a safe space for all students
- Don't pick favourites

What are barriers to inclusivity?

- Lack academic background
 - No friends in class
 - Lack confidence
 - Shy
 - Cultural Differences
 - Have experienced discrimination
 - Not at university by choice
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- Try to vary assessments or questioning

- Group work → self selected groups vs. instructor selected vs. random
- Enforcing English only could be a barrier to inclusion

- Getting everyone involved – breaking the ice
- Highlighting diverse strengths of students in class
- Create safe space

What prevents Inclusivity?

- Awkward/negative atmosphere
- Time (eg. Biol 140 – very scheduled)
- Language – even if English is 1st language. Lack of vocabulary can be exclusionary
- Inappropriate jokes/comments
 - For sensitive topics instructor may need to take the lead/rephrase statements where intention was not to offend
 - Can acknowledge that a comment could be offensive