

## DEI TEACHING CIRCLES 2022-23

IUP's DEI Teaching Circles are comprised of faculty cohorts from across disciplines. Building on the 2022 Summer Academy "Foundations of Inclusive Teaching" course, each Teaching Circle is committed to a year-long focus on applying inclusive teaching strategies to classroom pedagogy.



### September

- Enroll in your Teaching Circle
- **Review Dr. Pittman's** "What is Inclusive Teaching"
- **Guiding Question:** How will your Teaching Circle support accountability & commitment this semester?
- **Discuss ACUE Practice 1:** [Ensure your course reflects a diverse society and world](#)



### February

- Launch student data collection
- **Review Dr. Pittman's** "SHAPE"-establish standards for inclusive classroom interaction
- **Guiding question:** What new strategy will you apply this semester?
- **Discuss ACUE Practice 3:** [Ensure your syllabus sets the tone for diversity and inclusion](#)
- **Suggested reading:** ["Inclusive Teaching and Course Design"](#)



### October

- **Review Dr. Pittman's** "STATE"-inclusive teaching statement
- **Guiding question:** How have students responded to your inclusive teaching statement?
- **Discuss ACUE Practice 4:** [Use inclusive language](#)
- **Suggested reading:** ["The Case for Inclusive Teaching"](#)



### March

- **Review Dr. Pittman's** "SHARE"-identify new ways to increase inclusive perspectives
- **Guiding question:** What changes have you noticed in your teaching practice?
- **Discuss ACUE Practice 6:** [Learn and use students' preferred names](#)
- **Suggested reading:** ["How to Make Your Teaching More Inclusive"](#)



### November

- **Review Dr. Pittman's** "SHOW"-inclusive teaching goals
- **Guiding question:** What challenges have emerged? What opportunities?
- **Discuss ACUE Practice 2:** [Ensure course media are accessible](#)
- **Suggested reading:** ["The More you Know About Your Students, the More Inclusive You can be in the Classroom"](#)



### April

- **Complete faculty survey**
- **Review Dr. Pittman's** "STRATEGIES"-ways to teach students and demonstrate learning
- **Guiding question:** What can you do to continue to impact culture change at IUP?
- **Discuss ACUE Practice 10:** [Set expectations for valuing diverse viewpoints](#)
- **Suggested reading:** ["More Colleges Are Adding Diversity to Tenure Standards. But the Debate's Not Settled."](#)



### December (OPTIONAL)

- **Guiding question:** What changes do you want to make for spring semester?
- **Suggested reading:** ["Inclusive Teaching Strategies"](#)



### May (OPTIONAL)

- **Guiding question:** What will you do to share your experience with other faculty?
- **Suggested reading:** ["Inclusive Teaching Resources"](#)



Center for Teaching Excellence

# INCLUSIVE TEACHING

## Resources

[Definitions](#)

[Inclusive Teaching Strategies](#)

[Inclusive Teaching](#)

[Inclusive Teaching Resources](#)

[Creating Inclusive Classrooms](#)

[Inclusive Classroom Climate](#)

[Cultivate Inclusive Classrooms](#)

[Diversity Statements](#)

[Syllabus](#)

## Articles



### [The Case for Inclusive Teaching - The Chronicle of Higher Education](#)

A quick glance at enrollment trends across American higher education doesn't offer nearly as much fuel for optimism as it might have a decade ago. Those of us at nonprofit four-year colleges and ...

[www.chronicle.com](http://www.chronicle.com)



### [The More You Know About Your Students, the More Inclusive You Can Be in the Classroom - The Chronicle of Higher Education](#)

In designing data tools, you run the risk of presenting information that is either too fine-grained (it overwhelms users) or too broad (it's generic and unhelpful).

[www.chronicle.com](http://www.chronicle.com)



### [Inclusive Teaching and Course Design | EDUCAUSE](#)

Faculty and instructional designers can employ a number of strategies to create courses and learning environments where students feel welcome and conn

[er.educause.edu](http://er.educause.edu)



### [How to Make Your Teaching More Inclusive - The Chronicle of Higher Education](#)

3 Key Principles of Inclusive Teaching. We'll get to the specific strategies shortly, but first the theory. All three principles convey the same message: You, as the instructor, have the ...

[www.chronicle.com](http://www.chronicle.com)



### [More Colleges Are Adding Diversity to Tenure Standards. But the Debate's Not Settled. - chronicle.com](#)

The California Community Colleges system approved a new policy in May that added diversity, equity, and inclusion criteria to tenure and promotion reviews. Then, a couple of weeks later, the ...

[www.chronicle.com](http://www.chronicle.com)

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# 10 Inclusive Teaching Practices

A classroom, whether physical or virtual, is a reflection of the world in which we live. Research has shown that students from underrepresented groups often face additional challenges. By implementing inclusive teaching practices, faculty can create learning environments in which all students feel like they belong and can learn at high levels.

To support instructors in creating inclusive learning environments, we're offering a [set of free resources](#), including 10 inclusive teaching practices that can be immediately put to use to benefit both faculty and their students. These practices are tailored for online teaching but are also relevant to the physical classroom.

These 10 practices include:

1

## Ensure your course reflects a diverse society and world.

Be intentional when selecting your multimedia (images, videos, blogs), required readings, and illustrative examples so that your course site and curriculum reflect diverse people, voices, and viewpoints. For example, seek articles from publications outside of your discipline's main journals, in journals published outside the U.S., and in open-access databases. [View resources](#)

2

## Ensure course media are accessible.

Making your course media — including videos, images, documents, PowerPoint presentations, and so on — accessible benefits all of your students. [View resources](#)

3

## Ensure your syllabus sets the tone for diversity and inclusion.

An inclusive syllabus includes policies and resources that help ensure all students are supported in their learning process. Including a diversity statement that explains why diversity and inclusion are important to education helps students understand the importance and relevance of diversity and inclusion. [View resources](#)

4

## Use inclusive language.

Students feel acknowledged when we adopt current terminology about various identity groups. Using inclusive language can help build a stronger campus community and further our ability to thrive in an increasingly diverse environment. [View resources](#)

5

## Share your gender pronouns.

Model inclusion and send a message that your course is a safe space for students across the gender spectrum by including your pronouns on your syllabus, on your signature line, and in your LMS profile. [View resources](#)





6

## Learn and use students' preferred names.

Remember that students' preferred names may not always match what is on your course roster. Ask students ensure that their preferred name appears in their LMS profile and on accompanies their video on any live meetings. [View resources](#)

7

## Engage students in a small group introductions activity.

During the first week of your course, provide an opportunity for students to learn more about each other, in order to help everyone feel more comfortable and to start developing a sense of belonging and community. [View resources](#)

9

## Offer inclusive office hours.

Remove barriers to students meeting with you by offering a variety of times (time of day and length of meeting), formats (e.g. video conference, phone call, text message, email), and structures (e.g. one-on-one and in groups). [View resources](#)

8

## Use an interest survey to connect with students.

Use an online questionnaire that asks students about their preferred name/pronouns, work experience, plans for the future, what they are most looking forward to and most concerned about related to your course, to help you connect with them and better meet their learning needs. [View resources](#)

10

## Set expectations for valuing diverse viewpoints.

Engaging students in a discussion about online communication norms and guidelines at the very beginning of a course is an essential step in fostering community and creating a productive learning environment. Decide together on a list of guidelines to help ensure that everyone feels valued and included in the course discussions. [View resources](#)

acue.org

Visit [acue.org/inclusive-teaching-practices-toolkit](https://acue.org/inclusive-teaching-practices-toolkit) for more.

### Additional Resources:

[Inclusive Teaching and Learning Online](#). Columbia University Center for Teaching and Learning.

[Diversity and Inclusion](#). Poorvu Center for Teaching and Learning, Yale University.

[Teaching in Racially Diverse College Classrooms](#). Derek Bok Center for Teaching and Learning, Harvard University

[Creating a Positive Classroom Climate for Diversity](#). UCLA Diversity & Faculty Development.

[Want to reach all of your students? Here's how to make your teaching more inclusive](#). The Chronicle of Higher Education.

The Inclusive Teaching Practices Toolkit was developed in collaboration with Dr. Marlo Goldstein Hode, Senior Manager, Strategic Diversity Initiatives, [Office of Diversity, Equity and Inclusion](#), University of Missouri-St. Louis.

With special thanks to Erin Whitteck, PhD, of UMSL's Center for Teaching and Learning.

