# Inclusive Teaching

Course Hacking Workshop

15 December 2020

Find resources for

# 1. Invest & learn.

Be ready to invest in ongoing personal and professional development – a journey of ongoing self-inquiry

What is one future personal or professional development opportunity will you engage in related to inclusive teaching/culture/racial equity?

Here are some options:

## @Minnesota State Mankato

* Book Discussion: Against Common Sense: Teaching and Learning Toward Social Justice by Kevin Kumashiro: 2/3; 3/3; 4/7; 5/5 from 2:30-3:30 pm: <https://mnsu.co1.qualtrics.com/jfe/form/SV_cYNjQsEsoODax6t>
* TILT - Transparency in Learning and Teaching: 2/15; 2/22; 3/1; 4/12 from 2-2:50pm: <https://mnsu.co1.qualtrics.com/jfe/form/SV_cYNjQsEsoODax6t>

## @MinnState

* Culturally Responsive and Trauma Responsive Pedagogy Webinar: January 21, 2021 @ 2:00 PM - 3:00 PM <https://asanewsletter.org/event/culturally-responsive-pedagogy-and-trauma-responsive-pedagogy-webinar/>
* Culturally Responsive Pedagogy Short Course: January 25 – February 14, 2021: <https://asanewsletter.org/event/culturally-responsive-pedagogy-short-course-1/>
* Culturally Responsive Pedagogy Learning Community: February 1 – April 25, 2021 <https://asanewsletter.org/event/culturally-responsive-pedagogy-a-learning-community-2/>
* Culturally Responsive Pedagogy and Open Educational Resources: February 18, 2021 @ 2:00 PM - 3:00 PM: <https://asanewsletter.org/event/culturally-responsive-pedagogy-and-open-educational-pedagogy-webinar/>
* Caring in an Unjust World Webinar: March 16, 2021 @ 2:00 PM - 2:50 PM: <https://asanewsletter.org/event/caring-in-an-unjust-world-webinar/>
* Culturally Responsive Pedagogy Short Course: March 29 – April 18, 2021: <https://asanewsletter.org/event/culturally-responsive-pedagogy-2-3-week-short-course/>
* Latinx students and the complicated history with Higher Ed (Webinar): April 27, 2021 @ 10:00 AM - 10:50 AM: <https://asanewsletter.org/event/latinx-students-and-the-complicated-history-with-higher-ed-webinar/>

## @Other Opportunities

* Harvard Implicit Bias Project: <https://implicit.harvard.edu/implicit/takeatest.html>
* What are your ideas for professional development in equity, race, and inclusive teaching?

# 2. Commit & practice.

Commit to building an asset-based, culturally affirming, and inclusive teaching practice.

What is one new inclusive and racial equity-building practice you could incorporate into your teaching?

Options:

## **From the ACUE’s Inclusive Teaching Toolkit - 10 practices include:**

<https://acue.org/inclusive-teaching-practices-toolkit/>

1. [Ensure your course reflects a diverse society and world.](https://acue.org/inclusive-teaching-practices-toolkit/#sec8)
2. [Ensure course media are accessible.](https://acue.org/inclusive-teaching-practices-toolkit/#sec4)
3. [Ensure your syllabus sets the tone for diversity and inclusion.](https://acue.org/inclusive-teaching-practices-toolkit/#sec1)
4. [Use inclusive language.](https://acue.org/inclusive-teaching-practices-toolkit/#sec3)
5. [Share your gender pronouns.](https://acue.org/inclusive-teaching-practices-toolkit/#sec9)
6. [Learn and use students’ preferred names.](https://acue.org/inclusive-teaching-practices-toolkit/#sec10)
7. [Engage students in a small-group introductions activity.](https://acue.org/inclusive-teaching-practices-toolkit/#sec2)
8. [Use an interest survey to connect with students.](https://acue.org/inclusive-teaching-practices-toolkit/#sec5)
9. [Offer inclusive office hours.](https://acue.org/inclusive-teaching-practices-toolkit/#sec6)
10. [Set expectations for valuing diverse viewpoints.](https://acue.org/inclusive-teaching-practices-toolkit/#sec7)

What other ideas do you have for engaging in inclusive teaching?

# 3. Impact & action.

Become aware of your own bias, behaviors, and words that may have impact, lean in to racial equity in your teaching practice and institution.

Options for leaning in:

## Eliminating Microaggressions: The Next Level of Inclusion | Tiffany Alvoid | TEDxOakland

Learn about microaggressions and how to eliminate them:

<https://youtu.be/cPqVit6TJjw>

## Responding to Racial Bias and Microaggressions in Online Environments

Webinar on addressing microaggressions in online courses:

<https://youtu.be/9cEWQJ32nqU>

## From 10 Ways Well Meaning White Teachers Bring Racism Into Our Schools

<https://everydayfeminism.com/2015/08/10-ways-well-meaning-white-teachers-bring-racism-into-our-schools/>

Selected impact-aware alternatives:

1. See our students and their families as fully-realized human beings, be careful and precise with language and talk about our students in humanizing ways.
2. Be willing to carefully investigate how we dole out discipline and work to change our practices.
3. Look inside for the many implicit ways that we value Whiteness - by questioning all aspects of how we teach to consider whether we are devaluing some people and valuing others, we are taking important steps toward racially just pedagogy.
4. Consider waiting to decide on materials, scholars, and curricular examples until we’ve had some time to listen to our students – Ask questions about what they want to learn about, and listen and respond.
5. Listen to people of Color and implement what we learn about race in education - Actively seek to build relationships across difference and seek input in your classroom.
6. Advocate with your union to prioritize hiring faculty of Color - Get on hiring committees at your school and ask hard questions about what we consider “qualified candidates.”

Other better alternatives (also addressed in 1. Invest & learn, and 2. Commit & practice):

1. Use effective, non-culturally-biased measures to determine student ability and to push them to their zones of proximal development.
2. Read and apply the literature on culturally responsive teaching, looking to [Geneva Gay](https://books.google.com/books?hl=en&lr=&id=rYspC7C-zowC&oi=fnd&pg=PR7&dq=review+of+research+culturally+responsive+teaching&ots=El8njxd4wC&sig=NmiuwD-P95HoXl6WZu6DylhlziQ#v=onepage&q=review%2520of%2520research%2520culturally%2520responsive%2520teaching&f=false), [Beverly Daniel Tatum](https://books.google.com/books/about/Why_are_All_the_Black_Kids_Sitting_Toget.html?id=iRof9vDClvQC), and [Gary Howard](https://books.google.com/books?id=Bn08asN4YrkC&dq=Gary+Howard+We+Can%2527t+Teach+What+We+Don%2527t+Know&hl=en&sa=X&ved=0CCQQ6AEwAWoVChMIicGgqMj0xgIVRayACh0ZqgaW) for starters.
3. Take the time to learn names. Apologize when you get names wrong, and work really hard to learn names the right way.
4. Invest in [understanding your own ethnic, religious, and cultural heritage](https://awarela.files.wordpress.com/2008/07/towards-a-radical-white-identity.pdf) (particularly that from before your people became White) through an anti-racist lens. Then work hard to create space for [authentic and accountable cultural exchange](https://everydayfeminism.com/2013/09/cultural-exchange-and-cultural-appropriation/) in your classroom.

# Even More Resources

* Inclusive Teaching, University of Michigan: <https://crlt.umich.edu/overview-inclusive-teaching-michigan>
* Inclusive Teaching Toolkit, Association of Colleges and University Educators: <https://acue.org/inclusive-teaching-practices-toolkit/>
* Equity Toolkit, Colorado Department of Higher Education: [http://masterplan.highered.colorado.gov/equitytoolkit/teaching-learning/#self-inquiry](http://masterplan.highered.colorado.gov/equitytoolkit/teaching-learning/)
* Punita Chhabra Rice - Pronouncing students’ names correctly should be a big deal: <https://www.edweek.org/leadership/opinion-pronouncing-students-names-correctly-should-be-a-big-deal/2017/11>
* Pronounce Names Website: <https://www.pronouncenames.com/>
* Take steps to learn about racial equity and begin practicing this lens in your teaching and professional life. **Estela Mara Bensimon** talks about the role of race: <https://rossier.usc.edu/racial-equity-in-education-seven-key-points/>
* Employing Equity-Minded & Culturally-Affirming Teaching Practices in Virtual Learning Communities - Online Webinar Recording: <https://youtu.be/aMrf_MC5COk>
* TEDx Talk on Implicit Bias (and what to do about it!): <https://youtu.be/Fr8G7MtRNlk>
* Intentions Don’t Really Matter: <https://everydayfeminism.com/2013/07/intentions-dont-really-matter/>
* CivilSchools - Teacher Identity, Culturally Responsive Teaching, and Microaggressions Feat. Jamie Utt <https://vimeo.com/135513787>