

Diversity and Inclusion in the College Classroom



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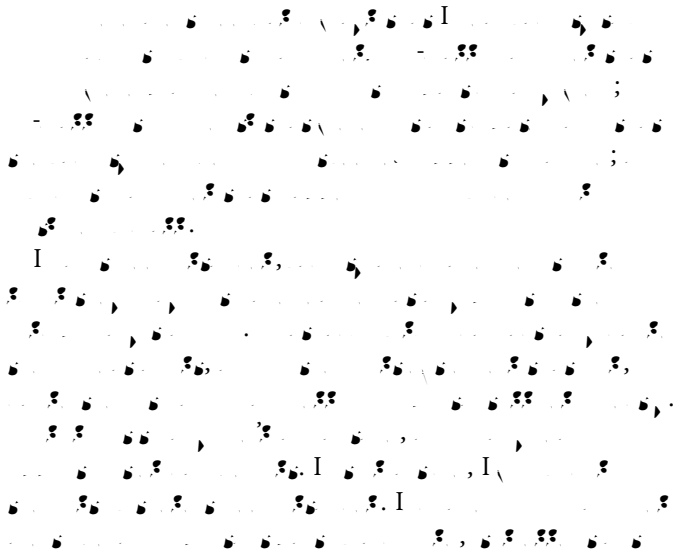
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Managing Microaggressions in the College Classroom.....	10
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Common ground

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BY ANNIE SOISSON, EdD



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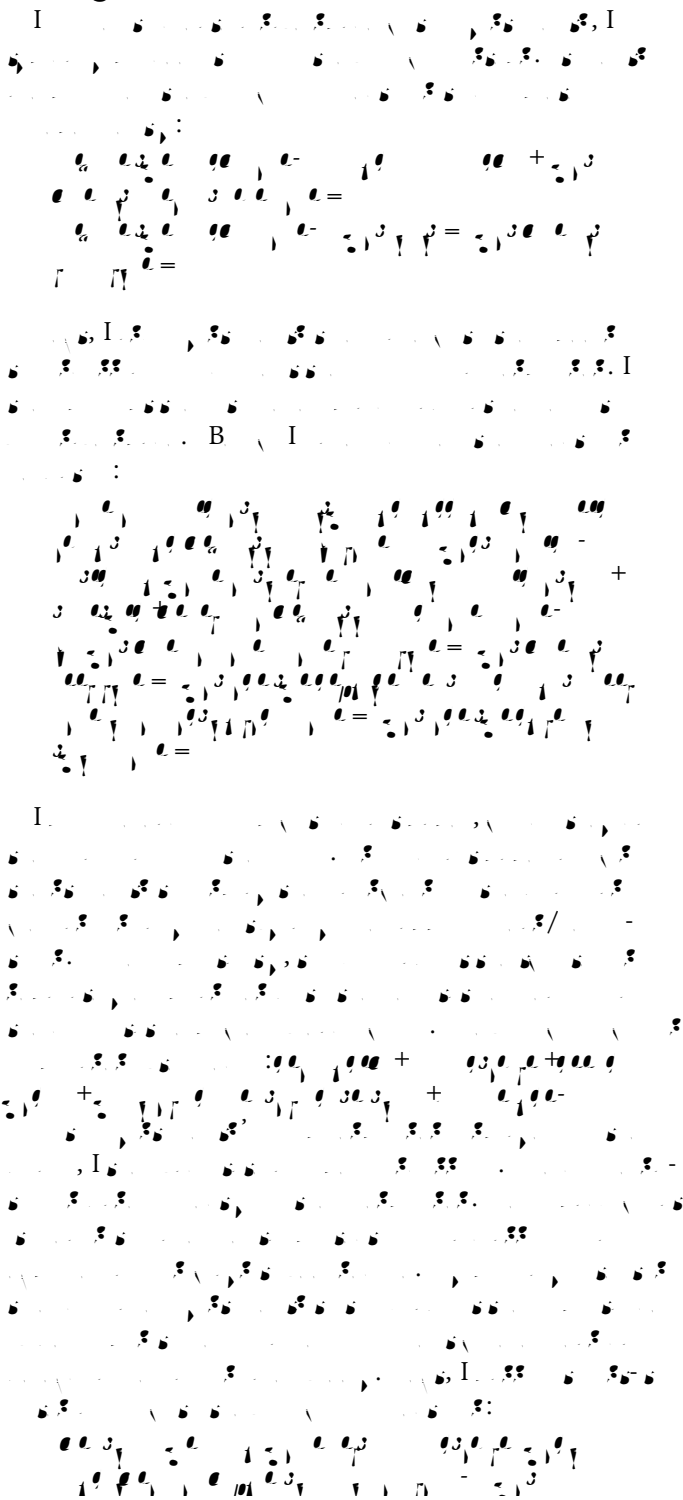
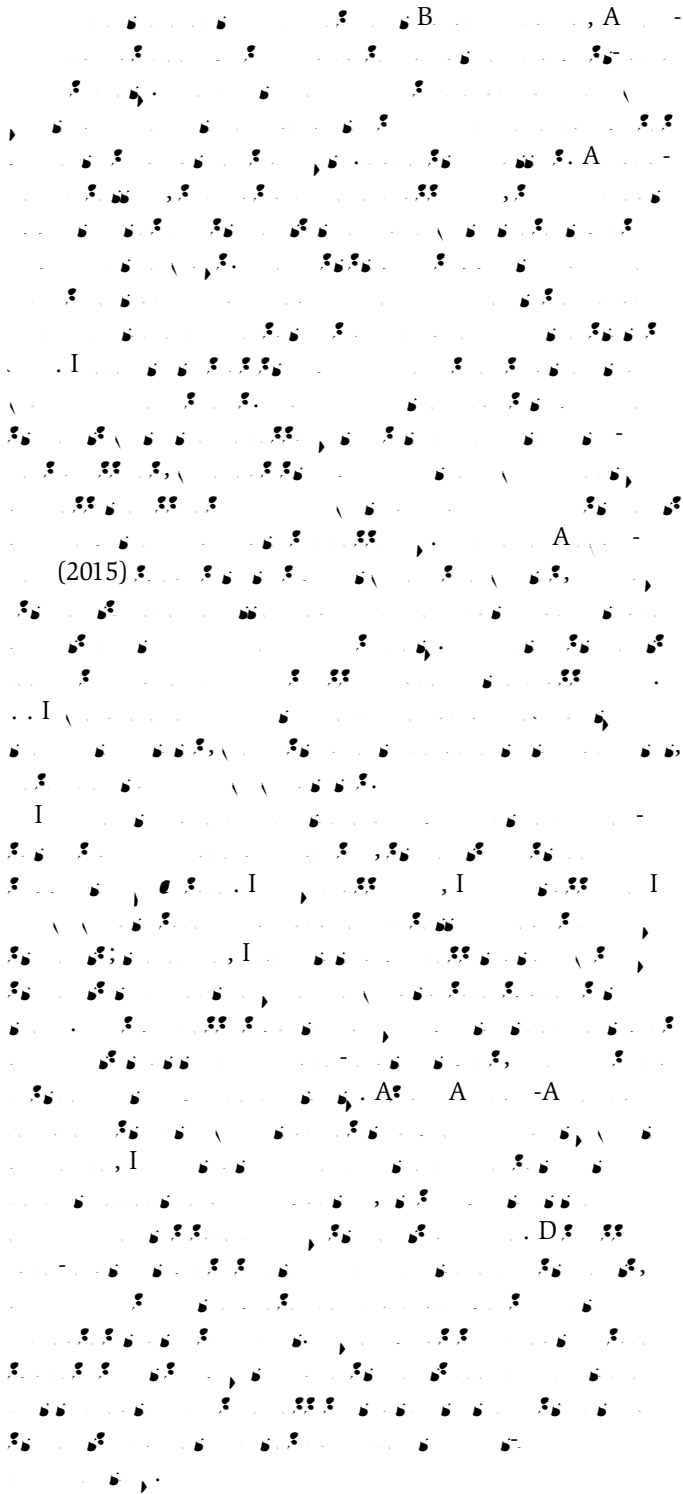
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Overcoming Racial Tension: Using Student Voice Create Safe Spaces in the Classroom

By KYESHA JENNINGS

Using student voices



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Managing Microaggressions in the College Classroom

BY GAYLE MALLINGER, PHD, JAY GABBARD, PHD, AND SAUNDRA STARKS, ED.D

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Microaggressions and Microresistance: Support and Empowering Students

BY FLOYD CHEUNG, PHD, CYNTHIA GANOTE, PHD, AND T

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Teaching and Learning ‘Respect’ and ‘Acceptance’ in the Classroom

BY KENTINA R. SMITH, PHD

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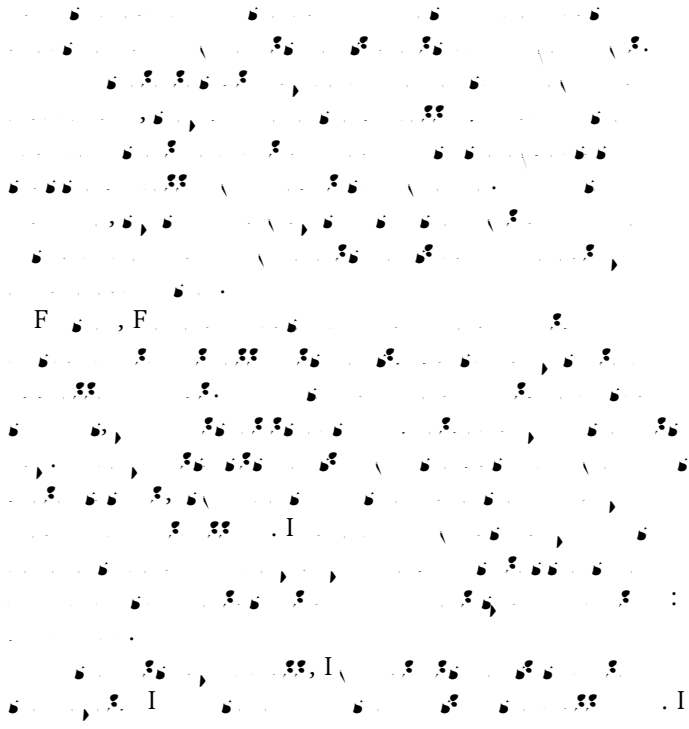
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Using Punk Rock to Invite Dialogues on Diversity Inclusion

By CARLOS P. HIPOLITO-DELGADO, PhD

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By ANGELA PROVITERA MCGLYNN

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Creating a Culture of Inclusion in the Online Classroom

BY ANGELA VELEZ-SOLIC, PHD

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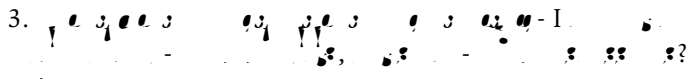
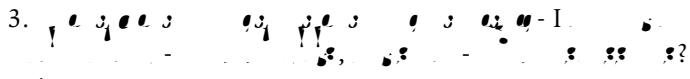
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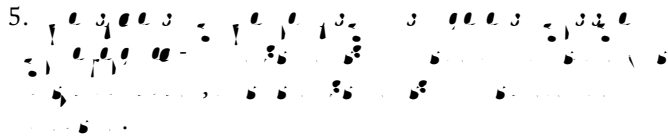
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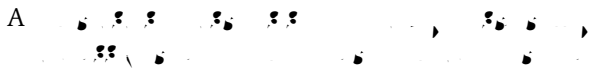
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BY DAVID L. LARGENT

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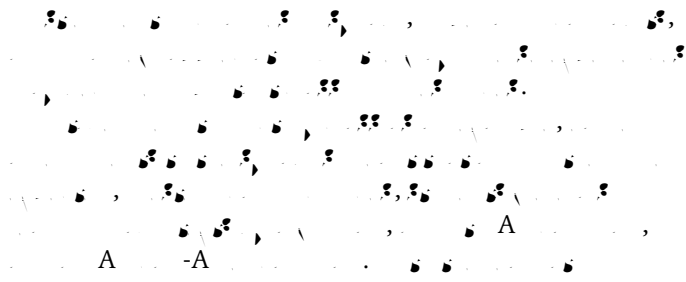
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Diversity Is a Foundational Value, Not an Added Value

By MELISSA VANDEN BOUT, PhD

In a world where diversity is often seen as an added value, it is crucial to recognize that diversity is a foundational value. Foundational values are the core principles that underpin an organization's culture and operations. In the context of education, these values shape the learning environment and the way we interact with one another. Diversity, in all its forms, is not just a checkbox to be ticked off; it is a rich tapestry of experiences, perspectives, and backgrounds that enrich our lives and our work. When we embrace diversity as a foundational value, we create a more inclusive and equitable environment where everyone has the opportunity to thrive and contribute.

In a world where diversity is often seen as an added value, it is crucial to recognize that diversity is a foundational value. Foundational values are the core principles that underpin an organization's culture and operations. In the context of education, these values shape the learning environment and the way we interact with one another. Diversity, in all its forms, is not just a checkbox to be ticked off; it is a rich tapestry of experiences, perspectives, and backgrounds that enrich our lives and our work. When we embrace diversity as a foundational value, we create a more inclusive and equitable environment where everyone has the opportunity to thrive and contribute.



BY RONDA MACL

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Establishing a Classroom Culture of Diversity and Inclusivity: One Instructor's Viewpoint

BY ANDREA CHUTE

In a classroom, diversity and inclusivity are not just buzzwords; they are essential for creating a learning environment where all students can thrive. As an instructor, I have found that fostering a culture of diversity and inclusivity is a continuous process that requires intentional effort and a commitment to equity. This article shares my perspective on how to establish such a culture in the classroom, drawing from my experiences and research. I will discuss the importance of creating a safe and welcoming space, the role of the instructor, and strategies for promoting diversity and inclusivity in the classroom. I will also explore the challenges of implementing these practices and offer suggestions for overcoming them. Finally, I will provide a list of assignments designed to foster inclusivity in the classroom.

Creating a safe and welcoming space is the foundation of a diverse and inclusive classroom. Students should feel comfortable expressing their thoughts and opinions, even if they are different from the majority. This requires setting clear expectations for respectful communication and modeling these behaviors. I encourage students to listen actively and respectfully to one another, even when they disagree. I also encourage students to share their own experiences and perspectives, and to support one another in the process. I find that using inclusive language and avoiding stereotypes is also important. For example, using gender-neutral pronouns and avoiding assumptions about students' backgrounds or abilities can help create a more inclusive environment. I also find that using diverse materials and examples in the classroom can help students see themselves reflected in the course content and feel more engaged and motivated.

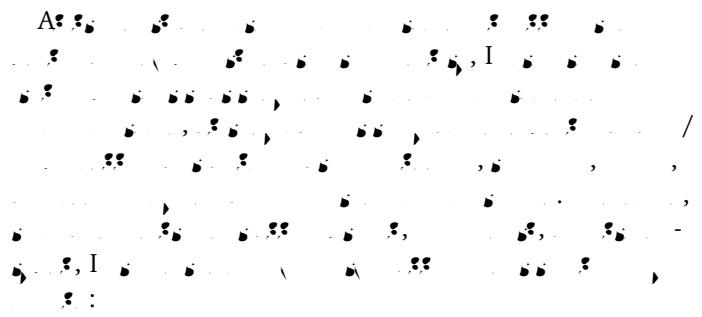
The role of the instructor is also crucial in establishing a culture of diversity and inclusivity. I believe that instructors should be visible and vocal in their commitment to equity and inclusion. This means setting the tone for the classroom from the beginning and modeling the behaviors we expect of our students. I also believe that instructors should be open to feedback and willing to adjust their practices as needed. I find that using a variety of teaching methods and assessment strategies can help ensure that all students have the opportunity to succeed. I also find that using formative assessment and providing timely feedback can help students learn from their mistakes and improve their performance. Finally, I believe that instructors should be advocates for their students and work to address any barriers to their success.

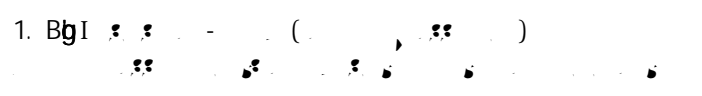
There are many challenges to implementing these practices, and I have found that it is important to be patient and persistent. It can be difficult to change long-standing classroom norms and to address the needs of all students. However, I believe that the benefits of a diverse and inclusive classroom are worth the effort. I find that students in such a classroom are more engaged, motivated, and successful. They also develop important skills such as critical thinking, communication, and collaboration. I believe that these skills are essential for success in the workplace and in life. I encourage other instructors to take the time to establish a culture of diversity and inclusivity in their classrooms. I believe that it is one of the most important things we can do to ensure that all students have the opportunity to succeed.

I believe that a diverse and inclusive classroom is essential for preparing students for the challenges of the 21st century. In a world that is becoming increasingly diverse and interconnected, it is important for students to have the skills and experiences to thrive in this environment. I believe that a diverse and inclusive classroom provides the best opportunity for students to develop these skills and experiences. I encourage other instructors to take the time to establish a culture of diversity and inclusivity in their classrooms. I believe that it is one of the most important things we can do to ensure that all students have the opportunity to succeed.

Assignments to foster inclusivity

1. Group projects: Assign students to work in diverse groups on a project. This allows them to learn from one another and develop important skills such as communication and collaboration.
2. Guest speakers: Invite guest speakers from diverse backgrounds to give presentations in the classroom. This provides students with real-world examples of diversity and inclusivity in the workplace.
3. Case studies: Use case studies of diverse organizations to illustrate the benefits of diversity and inclusivity. This helps students see the value of diversity and inclusivity in a concrete way.
4. Reflection papers: Assign students to write reflection papers on their experiences in the classroom. This allows them to process their thoughts and feelings and develop a deeper understanding of diversity and inclusivity.
5. Service projects: Assign students to participate in service projects that benefit diverse populations. This helps students develop empathy and a sense of social responsibility.

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