

Examples of Diversity, Equity, and Inclusion in Academic Work (Teaching, Research, Advising, Service)

Teaching

- Have an open discussion about how student diversity in the classroom affects their educational experience. Talk about what is happening in this historical moment. Learn about your students' diverse identities and backgrounds, if they are willing to share. Use the first week of class to do icebreaker activities. Do anonymous surveys and/or written reflections asking students to share experiences in the past about issues related to diversity, equity, or inclusion.
- Every discipline has a history with lessons in diversity, equity, or inclusion. Include that history in your curriculum. In addition to disciplinary knowledge, design a unit or an opportunity to investigate historical incidents or people.
- In your syllabus, choose diverse texts and authors from a variety of backgrounds and gender, including historically underrepresented groups.
- Make intentional effort to create intersectional discussion for classroom dialogues. Are all students engaging in class? How do you promote inclusion in the classroom? If some students don't feel comfortable speaking up in front of everyone, are there other ways to include them? Do small group activities to encourage more students to participate. Instructors can meet with students during office hours to discuss material. Students can share their thoughts in writing and have another student or the instructor read them aloud (this can be done electronically as well in the Google Meets-Chat function or the Moodle Discussion Forum).
- Read/seek out advice about advising students from underrepresented groups. Read/seek out advice about teaching students from underrepresented groups, about decolonizing syllabi, and about universal design for learning.
- Participate in workshops/sessions designed for teaching in inclusive ways at regional and national conferences sponsored or hosted by the professional society of your own discipline. Present in such sessions.
- Participate in scholarship of teaching and learning activities, including workshops, research projects, conferences at the intersection of curriculum development and diversity.
- Take part in teaching REF, FYI 102 sections, FYI PACE Sections, Advising PACE students, WGSS, Asian Studies, Latin American Studies, Africana Studies, Disability Studies, Health Humanities, in study abroad programs.

Sources:

<https://www.northeastern.edu/graduate/blog/equity-in-the-classroom/>

<https://provost.tufts.edu/celt/files/Diversity-and-Inclusion-Report.pdf>

<https://meridian.allenpress.com/nacada-journal/article/38/1/77/36403/Affirmation-Support-and-Advocacy-Critical-Race>

<https://inclusion.uoregon.edu/sites/inclusion1.uoregon.edu/files/updatedbestpracticesforequityandinclusioninpersonalstatementsforreviewsofbargainingunitfaculty.pdf>

Research

- Acknowledge the diverse scholarship in your discipline that your research is related to
- Do research that includes underrepresented groups; encourage your students to do research on underrepresented and how they are portrayed in your field.
- Do research to address in/equity
- Have student research assistants
- Present your research that is accessible for underrepresented students
- Apply for grants that provide funding for research that focuses on equity, inclusion, and diversity
- As a supplement to primary research in the sciences, research contributions to understanding the barriers facing women, LGBTQIA+, and underrepresented minorities in science and other academic disciplines; for example:
 - studying patterns of participation and advancement of women and minorities in fields where they are underrepresented;
 - studying socio-cultural issues confronting underrepresented students in college preparation curricula;
 - evaluating programs, curricula, and teaching strategies designed to enhance participation of underrepresented students in higher education;
 - research related to Disability Studies, Health Humanities.
- candidates who have research interests in subjects that will contribute to diversity and equal opportunity in higher education; for example:
 - research that addresses issues such as race, gender, diversity, and inclusion;
 - research that addresses health disparities, educational access and achievement, political engagement, economic justice, social mobility, civil and human rights;
 - research that addresses questions of interest to communities historically excluded by or underserved by higher education;
- artistic expression and cultural production that reflects culturally diverse communities, gender and sexuality or voices not well represented in the arts and humanities.

Sources:

<https://www.insidehighered.com/news/2018/11/19/new-paper-explores-what-faculty-candidates-include-their-diversity-equity-and>

<https://inclusion.uoregon.edu/sites/inclusion1.uoregon.edu/files/updatedbestpracticesforequityandinclusioninpersonalstatementsforreviewsofbargainingunitfaculty.pdf>

Service

- Do service in marginalized communities through outreach programs, activities (see: <https://www.augustana.edu/about-us/president/inventory>)
- Do service to promote equity
- Take initiative/participate in bringing in a speaker in the department/through the Symposium committee/for Symposium that encourage self-reflection
- Take part in PACE multicultural mentorship program by attending different programs
- Participate in programs for different culture houses
- Advise Student Organizations that are formed by multicultural students
- Take part in different programs (such as webinar, speaker series, workshop) arranged by the Office of Diversity, Inclusion and Equity and CFE
- Participate in student Athlete mentorship program
- Participate in advising Greek houses
- Mentor a junior colleague
- Work with national organizations (e.g., American Economics Association Committee on the Status of Women in the Economics Profession, National Society of Black Physicists, National Women's Studies Association or other equivalent programs in all disciplines) with an emphasis on equity and inclusion

Sources:

<https://inclusion.uoregon.edu/sites/inclusion1.uoregon.edu/files/updatedbestpracticesforequityandinclusioninpersonalstatementsforreviewsofbargainingunitfaculty.pdf>