

## Information Related to Inclusive Pedagogy

Geoscience Diversity Experiential Simulations (GeoDES) Workshop

11/13/17 – 11/15/17

University Corporation for Atmospheric Research

Boulder, CO

### Format

- 3-day facilitated workshop, 3 virtual role-playing scenarios for bystander intervention training, monthly journal club/discussion group
- Part I – Personal Interactions - Facilitator: Dena Samuels, @denasamuels, <http://www.denasamuels.com/>
- Part II – Organization-Level Interactions - Facilitator: Jerlando Jackson, @DRJFLJackson, <http://weilab.wceruw.org/about/DrJackson.html>

### Resources on Inclusive Pedagogy

- [Link to Dropbox folder with handouts](#)
- [Inclusion by Design syllabus survey tool](#)
- [InTeGrate support the whole student](#) – modules on building community, developing student motivation, providing academic support, advising & mentoring, engaging students in research, and using data to assess impact

### Microaggressions

- See handout on Microaggressions
- Unpack intent, underlying messages, impact, and responses
- Breathe -> Respond -> Call in
  - Breathe and acknowledge emotional triggers
  - Respond rather than react – see handout on Compassionately Responding to Microaggressions
  - Call in rather than call out (inform rather than shame)
- When you commit a microaggression, GPS
  - Show **G**ratITUDE for becoming aware
  - **P**romise to stop
  - **S**how up again

### Implicit Bias

- See handout on Challenging Implicit Bias
- [Harvard IAT](#) (online test) to identify our own biases
- Common types of implicit bias: similarity, proximity, confirmation, groupthink
- Strategies
  - Overcorrect for inclusion
  - Have when-then plans for everyday interactions
  - Mindfulness practice, priming with counter-stereotype information decrease bias

## Inclusive Pedagogy Action Items from Workshop

- Department conversation
  - Why are diversity, inclusivity, and social justice important to us?
  - What does inclusivity look like? How do we know we're inclusive?
- In class
  - See handouts on Practices of Inclusive Educators and Guidelines for Community Engagement
  - Syllabus statement about value of diversity and inclusive environment
  - Acknowledge that there are lenses other than mine so that students understand that they are seen and heard
- Department practices
  - In curriculum revision, make sure we're using inclusive language
  - Visuals – social media, brochures, websites, digital signage
  - Functions/events – GeoClub, holiday luncheon, welcome to the major
  - Safe Zone training for the department – display Safe Zone poster in offices
  - What departmental policies/procedures might be unintentionally biased? (e.g., TA selection, sophomore research, class waitlist, scholarships/awards, hall posters)
  - Cohort-based advising/activities for majors?
  - Diversity/inclusivity training for TAs?
- Field trips and field camp
  - Examine room assignments and binary gender divide
  - Address sexual assault openly prior to field trips
  - Cover general procedures for hygiene and maintenance for health and safety reasons
  - Handout on health and safety issues
- Connect with professional societies and organizations in a consistent and meaningful way.
  - AGI – [Diversity data](#)
  - [National Association of Black Geoscientists](#)
  - [Association for Women Geoscientists](#)
  - [Society for the Advancement of Chicanos/Hispanics & Native Americans in Science](#)
  - [International Association for Geoscience Diversity](#)