Imagining Inclusion in the Classroom

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• To ensure learning takes place in our classrooms, it is important to implement strategies and policies that are student-centered and take into consideration student needs and identities.

• We know students won’t learn if they do not feel safe and included in and out of their classroom settings.

• Curriculum, assessment methods, and pedagogical style should take into consideration students’ identities and experiences.

Inclusive Teaching

• Note, like identity, diversity and inclusion are fluid and each group of students will be different;

• It is key to engage in student-centered techniques and better understand what your students need;

• Good teaching means continually learning more about different students and student characteristics.

Inclusive teaching, cont’d.

Concepts: Gender and Sex

• Sex
  – A binary, based on biological differences, divides people into two categories: Male and Female

• Gender
  – An internal sense of identity related to gender roles: woman, man, androgynous, etc.

• Sexual Orientation
  – A pattern of emotional, romantic, and/or sexual attractions (or lack thereof), exhibited by an individual

Gender & Sexuality Inclusion Tips

• Allow people to self identify
  – Start by introducing your gender pronouns. If you go by a name or pronoun you’d like me to use, please let me know.

• Use words that encompass all genders rather than only two
  – Incorporate people of all genders and sexual orientations (“Students,” “Everybody,” “People of all genders”)

• Choose language that does not assume a specific relationship identity
  – Use “Partner,” “Significant other” instead of boyfriend/girlfriend

• Interrupt stereotypes
  – Promote positive perceptions about the representations of gender, sexuality, and equity

• Reach out and refer to the GSRC
  – Utilize our knowledge of university systems and ongoing support work

• Mistake Recovery
  – Own, acknowledge, move forward
Putting this into practice

Pedagogical Strategies
- While it may not feel like it, you do have control over a few things.
- You can control how your students see you, how you address students, and the tone your classroom and/or lab will take on.
- You do this through your pedagogy.

Inclusive Strategies
- Ask students how they wish to be addressed
- Model inclusive policies/language
- Stress key policy statements not just on the first day of classes
- Don't forget mistake recovery
- Be prepared

Inclusive Curriculum

Classroom Management

Relevant Policies
Illinois, DeKalb and NIU share a commitment to inclusion:
- DeKalb Municipal Code, "Human Relations Commission"
- NIU’s Non-Discrimination Statement
- Illinois Human Rights Act
  Each specifically names sexuality, gender identity in its scope
- Faculty Toolkit

Supportive Options
- Gender Inclusive restrooms
  - Provides expanded options for campus community
  - Individuals may use restrooms according to their comfort level
- Preferred/Proper Name Option
  - Allows students, faculty and staff to utilize the name they would like to be called: directory, class rosters, blackboard, OneCard