Creating Inclusive Learning Communities

Inclusive learning communities value and respect the multiple perspectives and experiences of its members.

Today's session:
- What does inclusion mean to us?
- What choices do we make that may exclude or include students?
- What ideas/suggestions/perspectives do we have toward creating more inclusive learning communities?
- What might we bring back to our department/program?

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What does inclusion mean to you?

Is there an instance that comes to mind when:

- You felt included?
- You felt excluded?
- You included someone?
- You excluded someone?

Community choice or characteristic
1. A department field trip involves a 3-hour hike
2. Department speaker series is populated with white, able-bodied men
3. Department social gatherings revolve around alcohol
4. Student study groups meet only in the evenings
5. Photos on department's website were all taken outdoors
6. Academic career tracks emphasized
7. Door not locked on unisex restroom when in use
8. The only student of color is asked to provide perspective to the group
9. Curricular discussions focus on what students lack rather than the variety of experiences or perspectives they might bring
10. No publicly available policy on harassment
11. Required 6-week summer field course
12. Faculty members mispronounce student's name and say "is it ok if I call you …. It'll be easier for me"
13. Lack of connection throughout curriculum between earth or environmental science degree and range of related careers
14. Paying for field, conference, or other required travel out of pocket to be reimbursed later
15. Students of color are mistaken for each other by faculty and staff

- Who might feel excluded by the choice?

- What alternate choices that might be more inclusive?

- How might these be implemented?

- What challenges might there be to their implementation?

Sharing our ideas and perspectives

- How do we attract students to programs in the earth and environmental sciences?

- How do we advise students equitably?

- How are multiple student perspectives and experiences valued?

- What programming supports student advancement (in a department/major/beyond graduation)?

Reflection

What is something you learned or found interesting from the pre-workshop articles or from today's discussions that you might bring back to your department or program?

Reflection

What is something related to creating inclusive learning communities that we have not yet covered in the workshop and for which you would like more information, perspectives, or discussion?