Develop an Inclusive Community

**Goal:** Consistently communicate to all students that they are welcome and can succeed in the geosciences.

**Advantages:**
- Gives students a sense of belonging
- Promotes student engagement and success
- Allows multiple voices to be heard

**Strategies**

*Make implicit rules visible:* Be explicit about your expectations for classroom participation, preparation for class, help-seeking, office hours, group work, and interactions with you and between students.

*Recognize implicit biases:* Develop your own and students’ awareness of implicit biases and how they can impact interpersonal interactions. Make a habit of considering the possibility of bias in your own decision-making.

*Affirm multi-cultural perspectives:* Explicitly ask students to consider the perspectives of different cultures in relation to the human dimensions of the geosciences.

**Community values statement:** Post a statement in your classroom and/or department about valuing the perspectives and contributions of all students and stating the expectation that all members of your community will treat each other with respect.

*Develop an “asset model” mindset:* Look for evidence of students’ capabilities. Assume that all students have the capacity to succeed in your course, given appropriate opportunities and support.

*Offer micro-validations:* When students persist in the face of difficulty or act like scientists in training (e.g., generate hypotheses or ask what data they could use to test a hypothesis), point out that these are the behaviors that will make them successful as students and as scientists.

**Implementation**

- Post your community values statement in your department and refer to it in your syllabus.
- Describe your expectations and explain terms and policies that may have different meanings in other cultures (e.g., what constitutes plagiarism).
- Take an interest in your students’ perspectives.

**References**


This poster was developed by Carol Ormand, SERC at Carleton College, for SAGE 2YC: Supporting and Advancing Geoscience Education at Two-Year Colleges.