

## An Inclusive Classroom Framework: Process, Resources and Next Steps

**Ann Marie VanDerZanden**  
**Associate Provost for Academic Programs**  
**Iowa State University**

Exclusion

Segregation

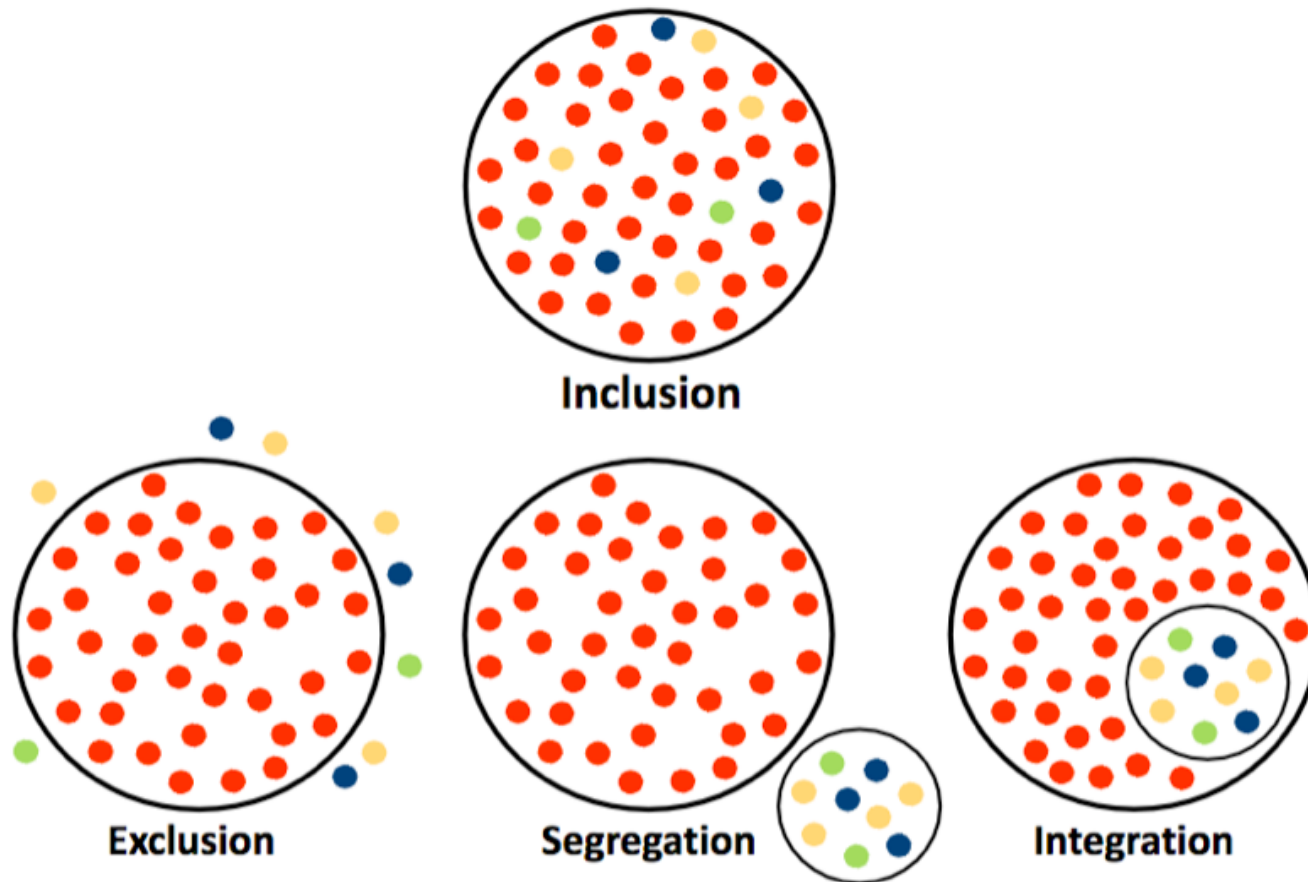
Integration

Inclusion

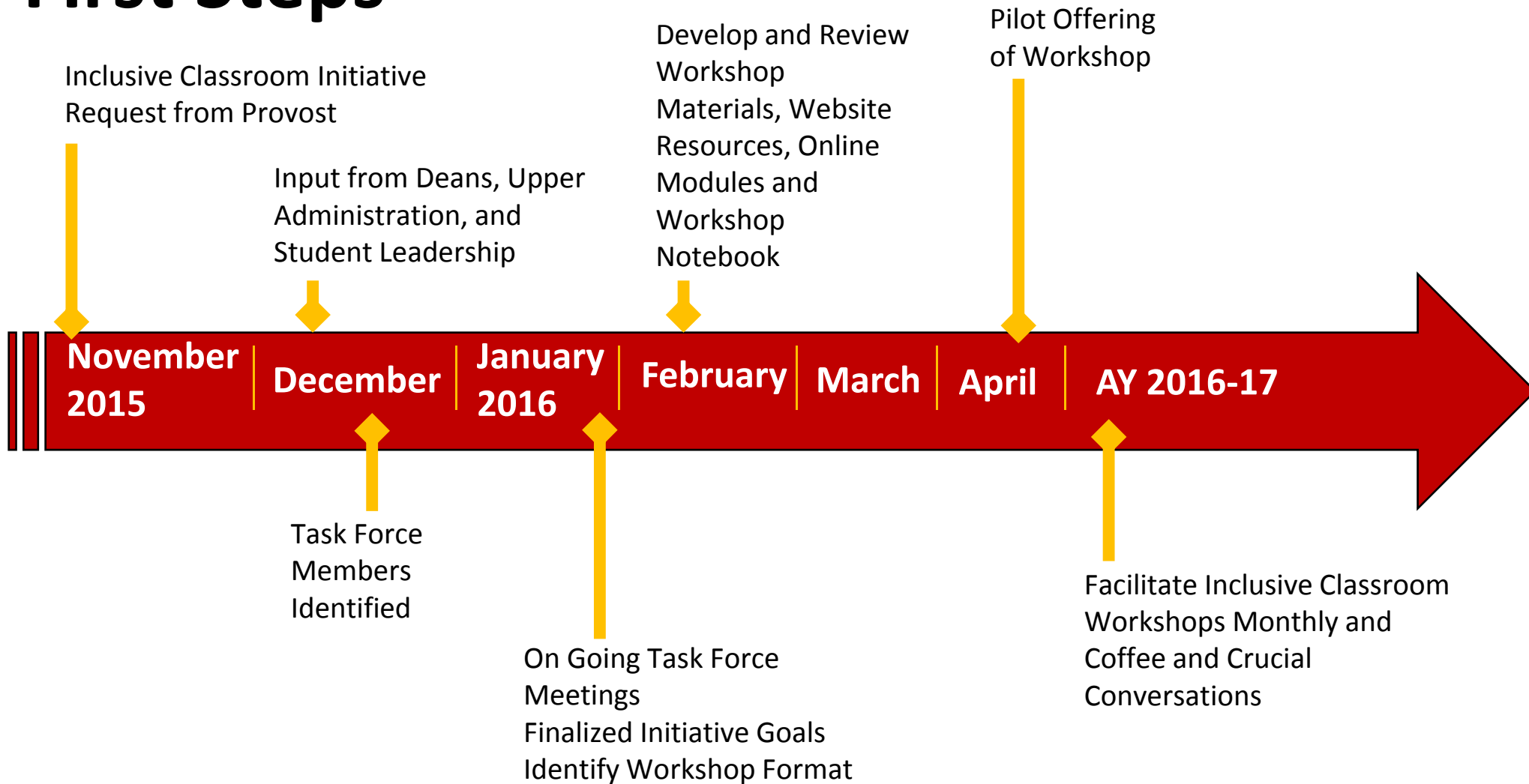
# Presentation Outline

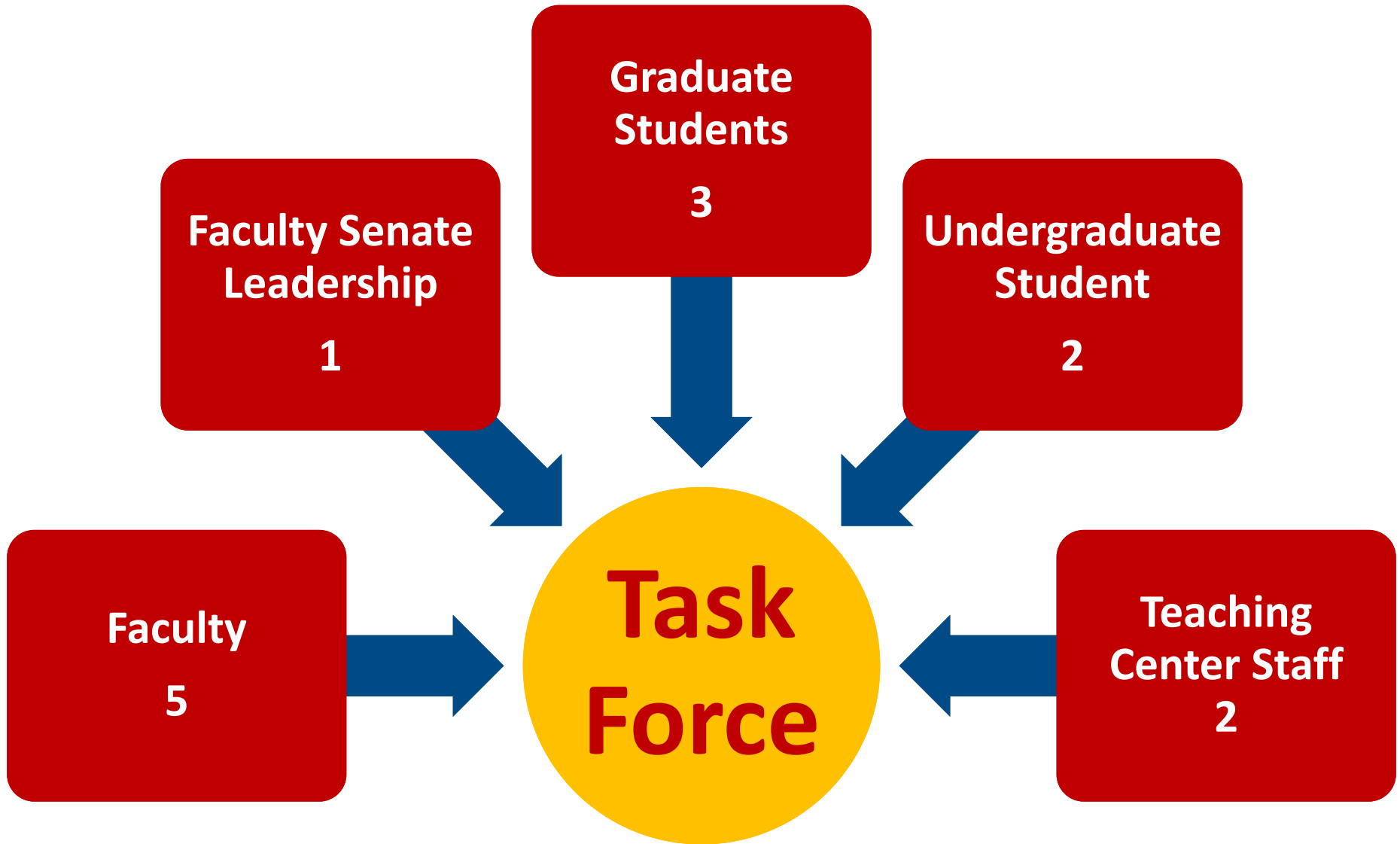
- Institutional success stories
- Describe the Iowa State University Inclusive Classroom Initiative
- Small group- barriers to successful initiatives
  - Discussion
  - Synthesis
  - Report out
- Update on Iowa State Initiative

# Examples of success stories of diversity and inclusivity initiatives at your institutions?

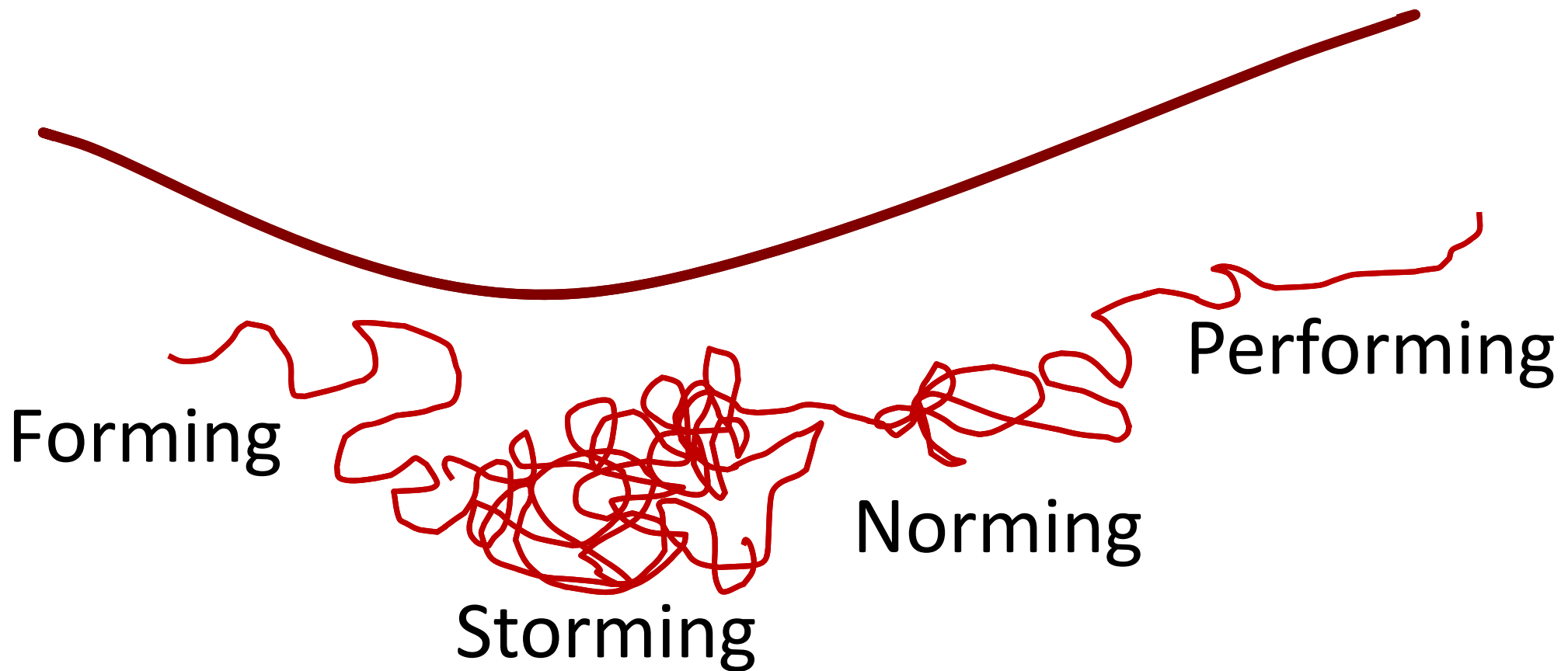


# First Steps





# Task Force Performance



# Workshop Outcomes

Faculty who participate in this program will be able to:

- Identify discipline-based and course specific improvements to foster inclusive excellence in their classroom.
- Develop an inclusive pedagogical practice action plan based upon the mindful syllabus and course design checklist.
- Become aware of the campus resources that promote student success.

# Workshop Format

## **Pre-workshop (asynchronously)**

- Complete 4 online modules

## **Face-to-Face Workshop (2-3 hours)**

- Individual and small group work
- Individual action plan for promoting inclusion in the classroom



# The Flipped Classroom

**Before**

- Engage in online learning modules to prepare for workshop

**During**


- Apply knowledge through active learning, discussions, solving scenarios, and developing an action plan

**After**

- Check understanding and extend learning

# Workshop Resources

- Web page with multiple resources
  - Strategies to Create an Inclusive Course (checklist)
  - Mindful and Learner Centered syllabus
- Workshop materials
  - Online modules
  - Workshop notebook
  - Scenarios



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Center for Excellence in Learning and Teaching

UPCOMING EVENTS      TEACHING      RESOURCES

### Inclusive Classroom Workshop program resources

The resources below are mentioned during CELT's Inclusive Classroom Workshop program.

#### Online resources

- Visit (Public) CELT Inclusive Classroom Online Modules Canvas website (<http://bit.ly/icpublic>)
- Visit The Center for Excellence in Learning and Teaching (CELT) website (<http://www.celt.iastate.edu>)
- Visit CELT's Creating an Inclusive Classroom website (<http://bit.ly/celtinclusion>)
- Visit CELT's Accessify Your Course website (<http://bit.ly/celt-accessify>)
- Visit Iowa State's Diversity and Inclusion website (<http://www.diversity.iastate.edu/>)
- Visit Iowa State's Green Dot website (<http://www.studentwellness.iastate.edu/greendot/>)

# Pre-Workshop Learning Modules

IOWA  
STATE



Account



Dashboard



Courses



Calendar



Inbox



Arc



Help

(Public) CELT Inclusive Classroom > Syllabus

Home

Modules

Assignments

Grades

Syllabus

## (Public) CELT Inclusive Classroom Online Modules

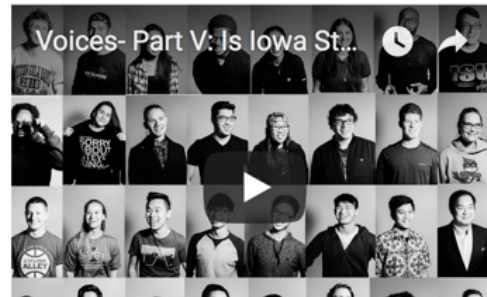
[Jump to Today](#)

### Welcome to the Public Version of the Inclusive Classroom Online Modules

We are looking forward to having you participate in CELT's Inclusive Classroom Workshop. You now have access to the pre-workshop online learning modules that will prepare you to actively engage in the workshop. After participating in the modules and the face-to-face seminar, you will be able to:

- Identify discipline-based and course specific improvements to foster inclusive excellence in the classroom.
- Develop an inclusive pedagogical practices action plan based upon the mindful syllabus and course design checklist.
- Become aware of the campus resources that promote student success.

View Iowa State Daily Online's "Voices - Part V: Is Iowa State Inclusive?" YouTube video (2 minutes 4 seconds)



<http://bit.ly/icpublic>

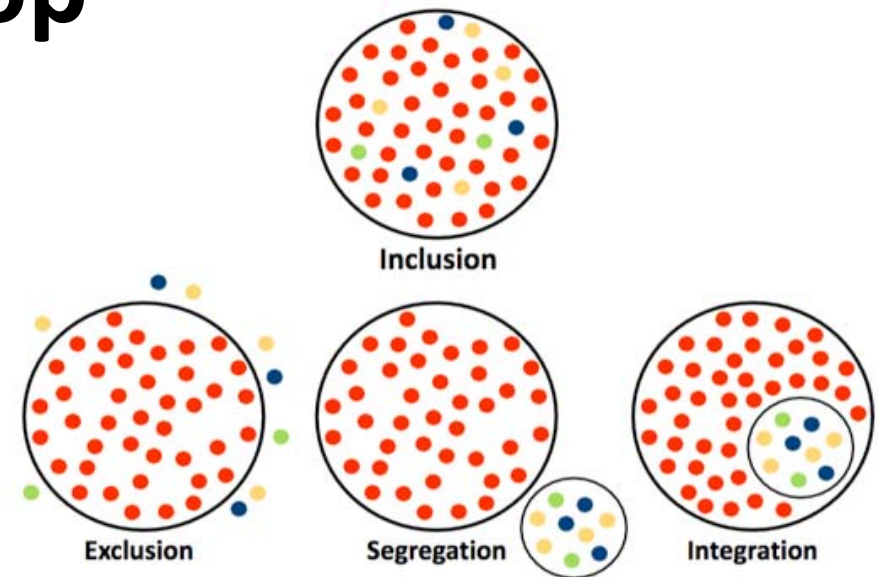
# Pre-Workshop Online Learning Modules

**Modules include:** reading resources, viewing video(s), and responding to critical reflection questions

## **The Modules:**

1. ISU policies and information relevant to inclusion
2. Exploring your inclusive teaching persona
3. Developing a mindful syllabus and course design
4. What are micro-aggressions and how do they impact learning?

# Face-to-Face Workshop



## Inclusive Classroom Faculty Development Workshop

# Face-to-Face Workshop Agenda

15 minutes	<b>Introductions   Agenda &amp; Goals   Overview   Setting the Discussion Guidelines</b>
35 minutes	<b>What is an Inclusive Classroom and Why is It Important to Iowa State?</b>
	Individual and small group work followed by a large group discussion.
30 minutes	<b>Barriers to Effective Inclusion and Strategies to Overcome Them</b>
	Individual and small group work followed by a large group discussion.
10 minutes	<b>Break</b>
30 minutes	<b>Classroom Scenarios</b>
	The pre-seminar online learning modules, and face-to-face discussions will provide key information that will inform the faculty cohort about how-to solve 2 or 3 student scenarios in small groups.
40 minutes	<b>How to Promote Inclusion in the Classroom</b>
	Begin work on the Individual Action Plan for Promoting Inclusion in the Classroom worksheet.
20 minutes	<b>Next Steps and Closing: Inclusive Pedagogy in Practice</b>
	Discuss ways for faculty to continue development, meet throughout the and finish with a closing activity.

# Individual Action Plan for Promoting Inclusion in the Classroom

INDIVIDUAL ACTION PLAN FOR PROMOTING INCLUSION IN THE CLASSROOM				
Name:		Which course(s)?		
Date Created:		Last Modified:		
Opportunities to promote inclusion in my course: (i.e., include University Religious Accommodation Policy in my syllabus.)				
Potential barriers to promoting inclusivity in my course:				
ACTION PLAN				
Goal:		Objective:		
Implementation				Evaluation
Detailed Specific Actions in Sequence	Resources Needed	Responsible person(s)	Timeline	How will you know if you have made progress?
Step 1.				
Step 2.				
Support Team/Colleagues(s): (Who will help support my efforts to promote inclusion in the classroom? How will you share your plan with them?)				

# The Four Agreements

- Stay engaged
- Experience discomfort
- Speak your truth
- Expect and accept nonclosure

Singleton , G.E., & Linton, C. (2006).



# Inclusive Classroom Activity



# Think • Pair • Share

**Write on one side of the index card:**

**What is an inclusive classroom like?**

**Write on the other side:**

**Why is an inclusive classroom important to higher education?**

# Barriers Activity



# **Sticky Note Speed Brainstorm**

**Write one barrier per sticky note**

**What are barriers to an effective inclusive classroom?**



# Blender Discovery

**As a small group discover themes**

**What barriers(s) are similar to yours?**

**Sticky notes (ingredients) into a Blender**

# Strategies Activity

**Choose a barrier**

**Brainstorm 3+ strategies to overcome the barrier**

**Write down strategies to be shared with large group**

# Results and Next Steps



# Year 1

**Facilitated 9 Inclusive Classroom workshops**

**Target audiences:**

- Department Chairs
- Faculty Senate Leadership
- College Equity Advisors

**Developed and promoted Diversity Course Initiative in partnership with Provost and Faculty Senate**

**Hosted Coffee and Crucial Conversations (monthly)**

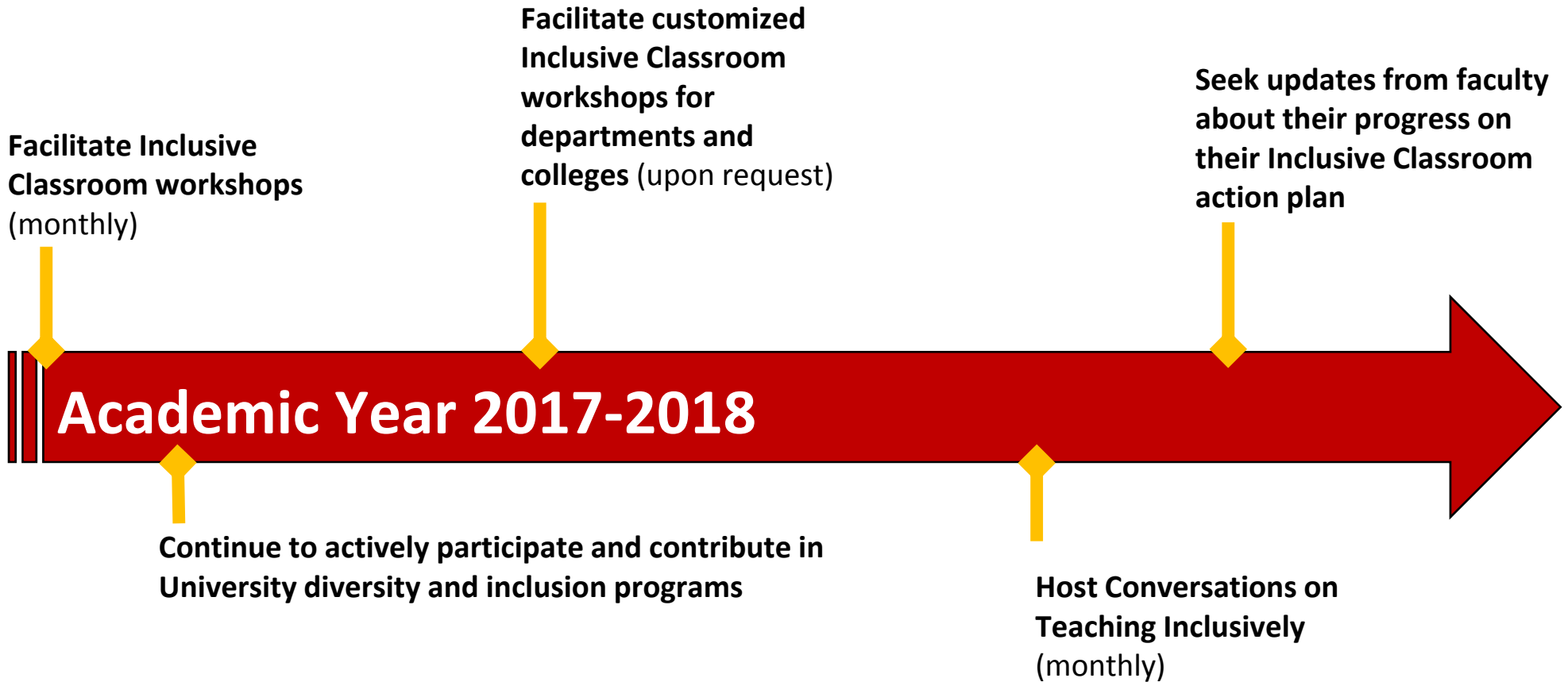


**Academic Year 2016-2017**

**Volunteer to participate and engage University diversity and inclusion programs (College faculty trainings, VPDI Council, ISCORE, etc.)**



# Year 2



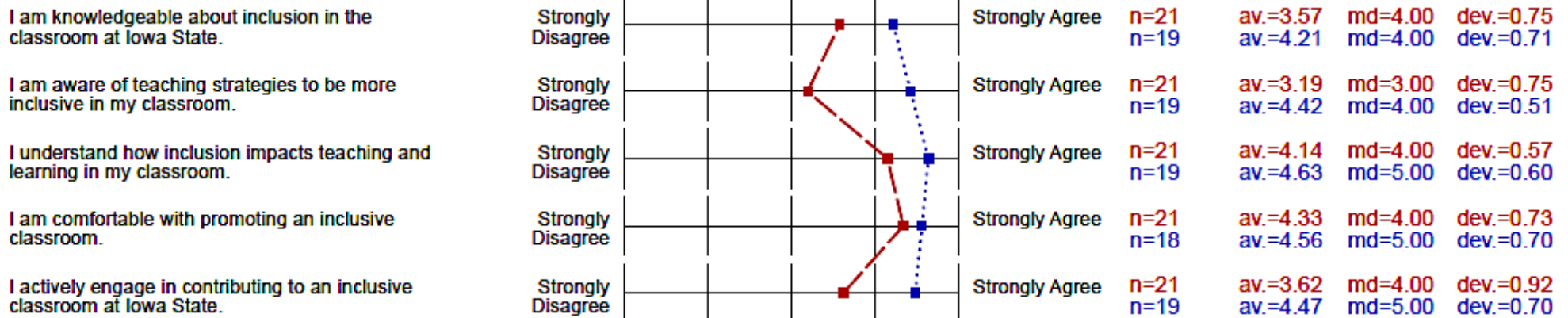
# Results from a Fall 2017 Workshop

Compilation: Pre-F2017 Inclusive Classroom Workshop

Comparative line: Post-F2017 Inclusive Classroom Workshop  
 Compilation:

Values used in the profile line: Mean

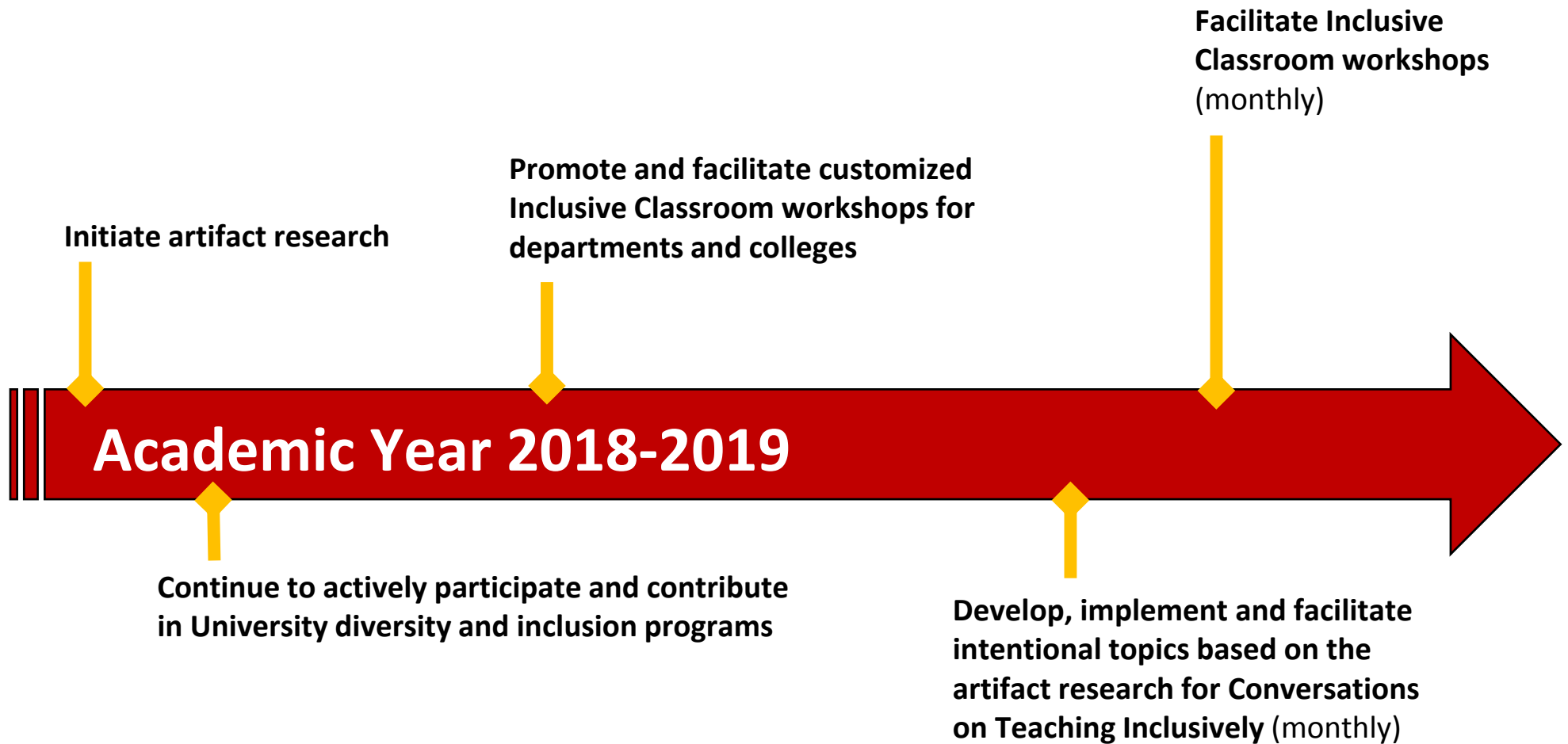
## Workshop Pre and Post Comparison



# Impact Update: April 2016-December 2017

- Over 550 people participated in CELT's diversity and inclusion programs
- 31,000 visits to Creating an Inclusive Classroom website; over 50% downloaded resources
- Diversity Course Initiative
  - Provost, Faculty Senate, CELT

# CELT's next steps



# Resources

Are available on CELT's website

<http://bit.ly/isuicwresources>



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# IOWA STATE UNIVERSITY

## Contact

**Laura Bestler, PhD**

**Program Coordinator**

**Center for Excellence in Learning and Teaching**

**Email: [bestler@iastate.edu](mailto:bestler@iastate.edu)**

**Phone: 515-294-5357**

**Online Resources via CELT website:**

CELT: <http://www.celt.iastate.edu>

Accessify Your Course: <http://bit.ly/celt-accessify>

Inclusive Classroom: <http://bit.ly/celtinclusion>