Prepared by the CEAE Justice, Equity, Diversity, and Inclusion (JEDI) Committee

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Questions, comments, or concerns? Please contact]

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Department Survey Results

CU Boulder conducted a campus culture survey in Fall 2021. The CEAE JEDI Committee compiled a list of highlights and areas of concern from this survey which can be viewed here. To further understand feedback from the department, in Fall 2022, the committee sent CEAE students and faculty a follow-up survey (with free response prompts) focusing on inclusive excellence in the classroom and beyond. Key results from this survey and brainstorming ideas based on this feedback are highlighted here. In response to these results, the committee decided to focus efforts in community building, inclusive pedagogy, and providing resources for the CEAE community to further engage in DEI work.

Fall 2021 Campus Culture Survey Results

Highlights:

- Staff feel a sense of belonging
- Faculty take pride in working for department
- Students feel sense of academic challenge and faculty support
- Most

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Variability

The way that each of us learns is unique as a fingerprint. The "average learner" is a myth. Design for variability means taking into account different brains and backgrounds.

UDL Guidelines

We encourage instructors to read through UDL guidelines from CAST which emphasize multiple means of engagement, representation, and action & expression.

Tips for first day

- General
  - Instructors are encouraged to read the first-day tips shared by CU's Center for Teaching and Learning (CTL).
- Names
  - Direct students to use NameCoach. You can state that this helps instructors learn how to pronounce or avoid mispronouncing a student's name.
  - You can also share with students how to update their preferred name.
- Pronouns
  - Instead of directly encouraging students to update their pronoun usage, you can remind students why pronouns matter. Encouraging people to update their pronouns can feel pressuring as some may not be ready to share.
  - Instructors can model what they'd like to encourage from students. For example, you could introduce your pronouns in your email signature and on the course syllabus. During your introduction to the class, you could state pronouns, why you've stated this, and mention this helps minimize assumptions about anyone's gender in the class. You could then show students how they can participate, mentioning: "If you would like to share your pronouns, here's how…" Examples include sharing information about how students can update their pronouns through Canvas b uv pgh

General tips:

- It's helpful to give students opportunities to provide qualitative feedback. Many students only have opportunities to provide quantitative feedback during their time at college.
- Try to collect feedback from 25% or more of your students. Think of ways to incentivize students such as giving participation points.
- Incorporate feedback loop. Clarify and review this with your students.
- Don't put pressure on yourself. In addition to tools described below, you can solicit feedback from students during office hours. Many students are not directly asked by the instructor about how a course is going for them. Office hours are a great time to ask!
- Give yourself grace and don't take it personally
- There is space to share with students if feedback is infeasible. If you get feedback to change something that's infeasible, you can thank the student for bringing that to your attention. You can describe that it's infeasible by talking through it. For example: Letting them know that this isn't possible with the time leftover in the class but that it sounds like a good idea for the future.

Feedback tools:

- Polling (consider tools like Poll Everywhere)
  - Example question: Were there aspects of the assignment that confused you?
- Ask for thumbs up/thumbs down
  - Mention that if someone puts a thumbs down, they can send you an email or go to office hours to share more
- Add questions to end of assignments
  - Example questions: What areas of this assignment/project/module were not helpful