Principles for Creating Space for Diversity in the Classroom
1. Know Thyself

• What is your world view?
• What are your basic assumptions about people?
• What are the biases you bring into your work?
  – Implicit bias and the Implicit Association Tests
2. Know Thy Students

• The culture of the school, its location, and the composition of the student body all need to be taken into account (Teal Rotschild)

• Different tools for different environments and different students
3. Consider Your Curriculum

- When designing your class or planning individual sessions, are you including a range of perspectives?
- Are you singling out the “diversity”?
4. Be Pre-Emptive

- The syllabus as a contract
- Foster an atmosphere of community
  - Set clear and specific goals and objectives
  - Ask students what they expect from you
  - Set up class rules that respect the needs of every student
  - Get students to talk—to each other, not just to you (Cooper, Pillow, & Kluge)
  - Introduce topics in a natural way
5. Be The Learner You Want to See

- Model listening and respect
- Model disagreement without acrimony
- Model honesty when you make a mistake or don’t know something
5. Be The Learner You Want to See

• A Model for Classroom Discussion (JoAnne Silver Jones)
  – Confirm
  – Contradict/Decenter
  – Connect/Integrate
6. Foster Inquiry and Curiosity

• Teach research skills
• When a student asks you a question, invite other students to answer and/or send everyone on a quest for the answer(s)
• Assignments and exercises that ask students to discern between fact and opinion
But We’re (basically) 6 Weeks In!
Role Play
Managing Difficult Situations

• “From the students’ perspective, it is best to do something” (Huston & DiPietro, 2007, p. 219).
  – Take a moment of silence
  – Mind the cognitive load
  – Assign relevant activities or materials
  – Facilitate a discussion

• Resources:
  http://www.facultydiversity.org/page/Support
Managing Difficult People (Ni, 2013)

1. Keep your cool
2. “Fly like an eagle”
3. Shift from being reactive to proactive
4. Pick your battles
5. Separate the person from the issue
6. Put the spotlight on them
7. Use appropriate humor
8. Change from following to leading
9. Confront bullies (safely)
10. Set consequences
Dealing with Resistance

- From Students
- From Colleagues
- From Superiors / The Institution

- What to do when stuck with materials that you dislike