How Do I Infuse Equity into Any Online Class?

Presented by:
Stephanie Delaney, PhD
Vice President, Instruction, Renton Technical College

Delaney has a strong background in Guided Pathways and eLearning. She has spoken nationally on issues related to leadership, technology, and effective online teaching and learning. Delaney earned her PhD in educational leadership in higher education/distance education at the University of Nebraska at Lincoln. She also holds a law degree from the University of San Diego School of Law.
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Create an equitable classroom

- Equity is important in any class
- Equity is more about the environment than the subject being taught
- Creating equity in any space, whether it be the online or face-to-face classroom or the meeting room, is about helping people feel welcome and heard

Create an equitable classroom

By laying a solid foundation for inclusion, you begin to create an equitable environment and a safe space for all students.
Create an equitable classroom

Use the welcome message to build connections

- Conduct an exercise to foster connection, such as the Five Nouns
- This helps students connect and find common interests
- This will also help you learn about the unique makeup of your class

Create an equitable classroom

Identify classroom norms

- Equity requires more than publishing a netiquette statement
- Draw students’ attention to the statement in one or more ways
- Provide communication guidelines, especially about how to respectfully disagree
- Have a plan for bad behavior and let students know ahead of time
Create an equitable classroom

Track participation data

• Are all students participating?
• Are you responding to all students, or just the same few?
• Ask higher-order questions of all students

Create an equitable classroom

UDL – Universal Design for Learning

• Make learning accessible for all students
• Offer variety in assignments and assessments
• Make learning relevant
Create an equitable classroom

TILT – Transparency in Teaching and Learning

• Generally applied to class assignments
• Transparency in purpose, task, skills needed, and what the assessment will be

Create an equitable classroom

Give specific feedback that leads to improved performance

• Avoid vague descriptions such as “needs work”
• If mistakes continue without improvement, re-examine your feedback for clarity
• You’re an expert; your students are novices
• Use technology to help with time management
Create an equitable classroom

Give all students a voice

• An essential component of creating community
• Understand the cultures and identities of your students
• Help assure that the opinions of marginalized students are recognized—not overlooked

Create an equitable classroom

Small Group Work

• Small groups give students the opportunity for a more equal learning environment
• This isn’t always easy online
• Consider creating smaller discussion groups
Create an equitable classroom

Use graphics thoughtfully

• Reflect all students in photos and illustrative examples
• Don’t just eliminate graphics. Strive to include images with students of color, women in headscarves, people in wheelchairs

Create an equitable classroom

Ask for feedback

• Help students feel heard by asking for feedback and making changes
Thank you!

Tell us what you think:

https://www.surveymonkey.com/r/equity-online-class