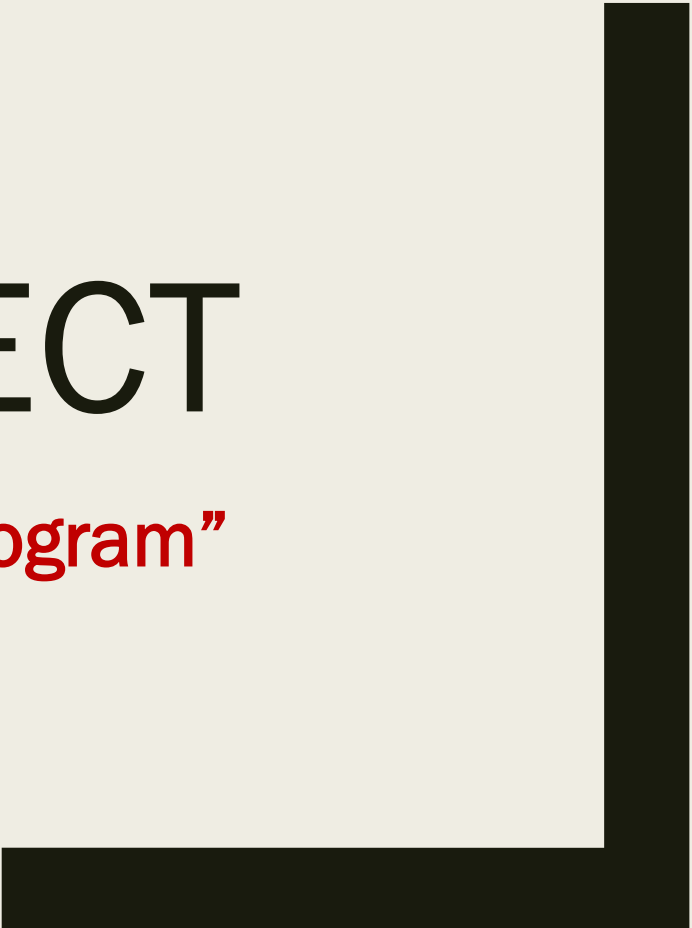




AFI 2.0 PROJECT

“Inclusive Teaching Portfolio Program”

Greg Beaver
Assistant Professor, MGT & ENT



AFI 2.0 Project Background



ACUE

Student Success
Through Exceptional
Teaching

■ Fall 2022:

- *Lead a pilot group of 15 faculty in the **ACUE Inclusive Teaching Course***
- *Micro-Credential course (certificate)*
- *October 1st to December 10th, 2022*

■ 5 Modules:

- *Bias*
- *Microaggressions*
- *Designing Equity-Centered Courses*
- *Stereotype Threat / Imposter Phenomenon*
- *Inclusive Environments*

■ Feedback from pilot group:

- *Too long and involved (full course)*
- *Required too much of a time commitment*

AFI 2.0 Project Idea

- **GOAL:** Help Faculty Increase DEI Content in Courses:
 - *A survey in Spring 2020 asked about use of DEI interest/materials, faculty interest*
 - *Faculty across disciplines expressed interest in adding more diversity and inclusion-related content to their courses*
- **CHALLENGE:** Faculty have limited time / resources for increasing DEI content
- **SOLUTION:** Provide faculty with short, focused activities, events, ideas and suggestions for DEI-related course content (e.g., case studies, syllabi changes, readings, TED Talks, classroom management tips, etc.)



Inclusive Teaching Portfolio Program

- Aims to provide busy faculty with variety of DEI-related activities
 - *Different modalities, dates, times to maximize faculty participation*
- Program Timeline:
 - *Between **January 2023 and May 2023***
 - *Extended to include **Summer 2023!***
- Guidelines and Activities:
 - *Complete **at least 3 activities** from our activity list or find your own*
 - *Write a reflection for each activity about what was learned and how it will be integrated into Fall 2023 courses*
 - *The list of possible activities is continuously updated, see examples in following slides:*



Portfolio Website:

My Sites Inclusive Teaching Portfolio Program Customize 0 + New Edit Page Follow Howdy, Greg Beaver

INCLUSIVE TEACHING PORTFOLIO PROGRAM

Suffolk University

Home Calendar Instructions & Activities

Program Overview

Hello Suffolk Community! This semester (**Spring 2023**), we hope to equip faculty with tools and strategies to create a more inclusive classroom environment. With this goal in mind, we have created an Inclusive Teaching Portfolio program where faculty can complete three activities throughout the semester (**January to end of April**) that help faculty think of ways to build inclusive classroom. These include a wide variety of activities that do not take much time, such as reflecting on a recorded workshop, take an asynchronous class, and much more! See our list of activities and pick **three (3)**, and if you know of another activity that would fit into your portfolio, add it!

Complete three activities from the list (found under the Instructions & Activities tab above) between January 2023 and April 2023 to earn an Inclusive Teaching Portfolio certificate!

Inclusive Teaching Portfolio Components

- **Inclusive Teaching Philosophy**
 - Update Your Teaching Philosophy to Include a Diversity, Equity, and Inclusion Statement and demonstrate understanding of basic DEI terms and concepts
 - *Example Activity: Participate in Suffolk's Ambassadors for Inclusion Professional Learning Community (next start date June 1, 2023)*
- **Diversity Learning Environment Statement**
 - Create a Diversity, Equity, and Inclusion Learning Environment Statement
 - *Example Activity: Request and read the free Norton Guide to Equity-Minded Teaching that includes tips for day-to-day inclusive teaching*
- **Inclusive Course Syllabi**
 - Create an inclusive course syllabus by designing a course framework to include equity-minded teaching practices
 - *Example Activity: Complete CUE's (Center for Urban Education) Racial Equity Tools at your own pace*
- **Inclusive Course Materials**
 - Expand course materials to include a variety of perspectives
 - *Example Activity: Gather course materials from diverse perspectives and reflect on how these materials will be implemented into classroom*
- **Inclusive Teaching Strategies**
 - Research and plan to implement inclusive teaching strategies
 - *Example Activity: Attend and reflect on JEDI Virtual Discussions (held every month and open to all): e.g. Feb 16th "Racially Equitable Teaching"*
- **Inclusive Learning Assessment Methods**
 - Research and design inclusive methods to assess learning or utilize inclusive assessment strategies
 - *Example Activity: HERC (Higher Education Recruitment Consortium) Webinar: Diversity Statements: Development, Assessment, and Rubrics*

Visit Instructions & Activities at top of screen to see the list of activities, or find your own activity!

[Edit](#)

FOR MORE INFORMATION ABOUT THIS PROGRAM, CONTACT:

Greg Beaver: gbeaver@suffolk.edu

Joyya Smith: jsmith19@suffolk.edu

Instructions & Activities

Inclusive Teaching Portfolio Program Instructions

As a starting point for the portfolio, please complete **three (3)** of the following activities **before April 2023**. Once all three have been completed, write a brief summary of how you will incorporate what you learned into your courses for Fall 2023. We will gather together in April 2023 to recognize our success!

Portfolio Building Activities

After completing each activity, write a short reflection summarizing what you learned from each experience and how you plan to implement your findings into your course for Fall 2023. Your reflections should focus on how the material learned will impact your curriculum, classroom, or philosophy toward teaching.

- **Read and or attend a Book Discussion Group on a title featuring Diversity, Equity, and Inclusion**

Suffolk University Option – **The 1619 Project** (Suffolk FPLC Book Club) meetings on Zoom – Dates/topics:

- January 27, 2023 @ 1:00 – 2:00: Chapters 6 & 7
- February 24, 2023 @ 1:00 – 2:00: Chapters 8 & 9
- March 24, 2023 @ 1:00 – 2:00: Chapters 10 & 11
- April 21, 2023 @ 1:00 – 2:00: Chapters 12 & 13

FOR MORE INFORMATION ABOUT THIS PROGRAM, CONTACT:

Greg Beaver: gbeaver@suffolk.edu

Joyya Smith: jsmith19@suffolk.edu

- **Join or attend faculty-related professional development activities or micro-credentialing course focusing on diversity, equity, and inclusion facilitated by one of these organizations:**

- [ACUE training courses](#)
- [SHRM training course](#)
- [NEFDC \(New England Faculty Development Consortium\): Spring 2023](#)

Workshop Series:

- Accomplices in the Classroom
 - Friday March 3, 2023 (12:00 – 2:00 EST) Online
- [Suffolk's LinkedIn Learning website](#): **courses on a DEI topic related to teaching, examples (see following list):**
 - Confronting Bias: Thriving Across Our Differences
 - Unconscious Bias
 - Developing Cross-Cultural Intelligence
- [Constructive Dialogue Institute](#): online free Perspectives Program
- **Attend a conference, symposium webinar or campus-wide event on Inclusive Teaching or Diversity, Equity, and Inclusion related topics**

Suffolk University Options:

- RAM Inclusion events related to DEI February and March, 2023
- Racial Equity and Justice Institute Monthly Virtual (*email Greg Beaver for registration*)
- February 16, 2023: 11:30 – 2:30
- April 20, 2023: 10:00 – 2:00

Other Options

- Online Symposium: [Teaching Bias, Cultural Competency, and Racism in Law Schools](#) (February 3rd, 2023)
 - [Sage Publishing Talks](#)
 - [Mor Barak Webinar](#): 5 Questions Students Ask about DEI in Classrooms & Organizations
 - [HERConnect](#): Diversity Statements, Assessment, and Rubrics
- **Review Equity Minded Tools to help with syllabus, teaching, and course reviews**
 - [CUE's Racial Equity Tools](#)
 - [NEean's workshop](#): Reengaging Faculty and Learners to Promote Equity in Course Design and Assessment (*email Greg Beaver for access*)
 - [The Norton Guide to Equity-Minded Teaching](#): Request a free digital copy of this book that has actionable tips to make small to large improvements in teaching
- **Classroom Facilitation Resources, Listening, and Classroom Management**
 - [Robert Schwarz & Associates](#): Articles that provide guidance for leaders and teams that want to be more effective
- **Other: anything else related to DEI and teaching that is missing from the list above**
 - Send Greg details of any DEI related events or sites that you think would fit into this list of activities
 - Feel free to add and complete any DEI-related activities not listed above, pre-approval not required!

Results / Feedback

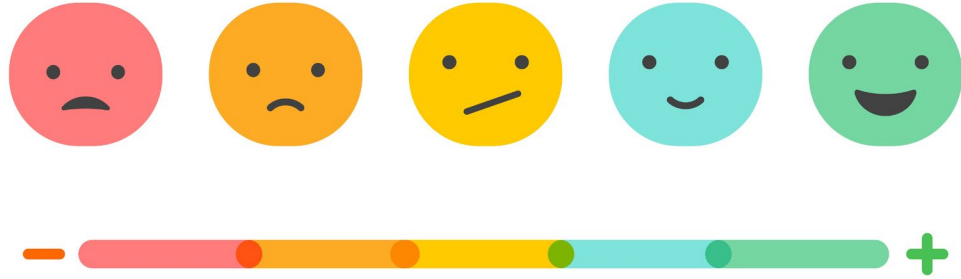
- **Success?** Count number of faculty participants
 - So far *two faculty members* have completed activities and reflections, but still early!
- After Summer 2023: we will ask for feedback from participants to find areas to improve
 - *Quick Survey using Qualtrics*
- **Fall 2023:**
 - *Consider expanding the program in Fall*
 - *Need help recruiting!*



AFI Participant Support

- Advertising
 - *Forward to your faculty network*
- Feedback
 - *Send me an email about events/workshops/ideas to add to the list of activities*
 - *Anything I should add or change?*

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THANK
YOU!