

# Diversity and Inclusion

## **Discussion Leaders:**

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## **Discussion:**

Diversity and inclusion

Establish Adelphi as a model of Diversity and Inclusion

Retention and recruitment of faculty, staff and students

Incorporating into curriculum

Why are we here:

Inclusion in the classroom/ disciplines

Learn and Grow

Support

Large scale growth for inclusion on campus

Diversity in admissions

Diversity and Inclusion are not mutually exclusive.

Many students of color face problems of finding their identity within their universities

What does it mean to have a truly inclusive curriculum ?

- should address status, thoughts, histories of diverse groups
- discourse on key concepts: prejudice, isolation, bias, racism, religion, language, class etc
- this understanding is important to help students deal with challenges in the real world

Does the curricula in your program represent diverse, inclusionary and inclusive views, content and knowledge?

-central to curricula may depend on content as well as comfortability of faculty

What would help you in developing an inclusive approach to the subject matter that you teach?

1. Chemistry - How does diversity fit in to my curricula?
2. Nursing: How to include students without making them feel embarrassed?
3. Sports Psychology: Time consuming because of amount of information.
4. Helping students open up for advisement.
5. Nursing: How to address issues of leadership of nursing as a male?
6. How to make students more engaged and comfortable having difficult discussions?

7. How do we have conversations without offending each other?

#### Takeaways

1. What lens am I operating from and what is the impact?
2. How does my own identities, values and biases influence the way i operate in the classroom or working environment?
3. What level of Diverse learning am i striving for?

#### Recommendations

Normalizing support services. Not receiving help because you are less than but as supplemental help.

Faculty can familiarize with Universal Design for Learning/Assistive Technologies. UDL workshop?

Meeting students where they are?

Having other faculty members observe other faculty members for diversity/inclusion models present within there classes.