

# The “How” of Inclusive and Equity-Minded Teaching: Practical, Evidence-Based Strategies for Every Class

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# Learning Objectives

At the completion of this activity, participants will be able to:

1. Discuss Universal Design for Learning and other relevant theory and research
2. Examine the importance of key considerations such as structure, transparency, belonging, and our own self-reflection
3. Identify course design and teaching practices to implement inclusivity in our day-to-day teaching

# Meet Flower Darby (she/her)

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# Behind the Curtain

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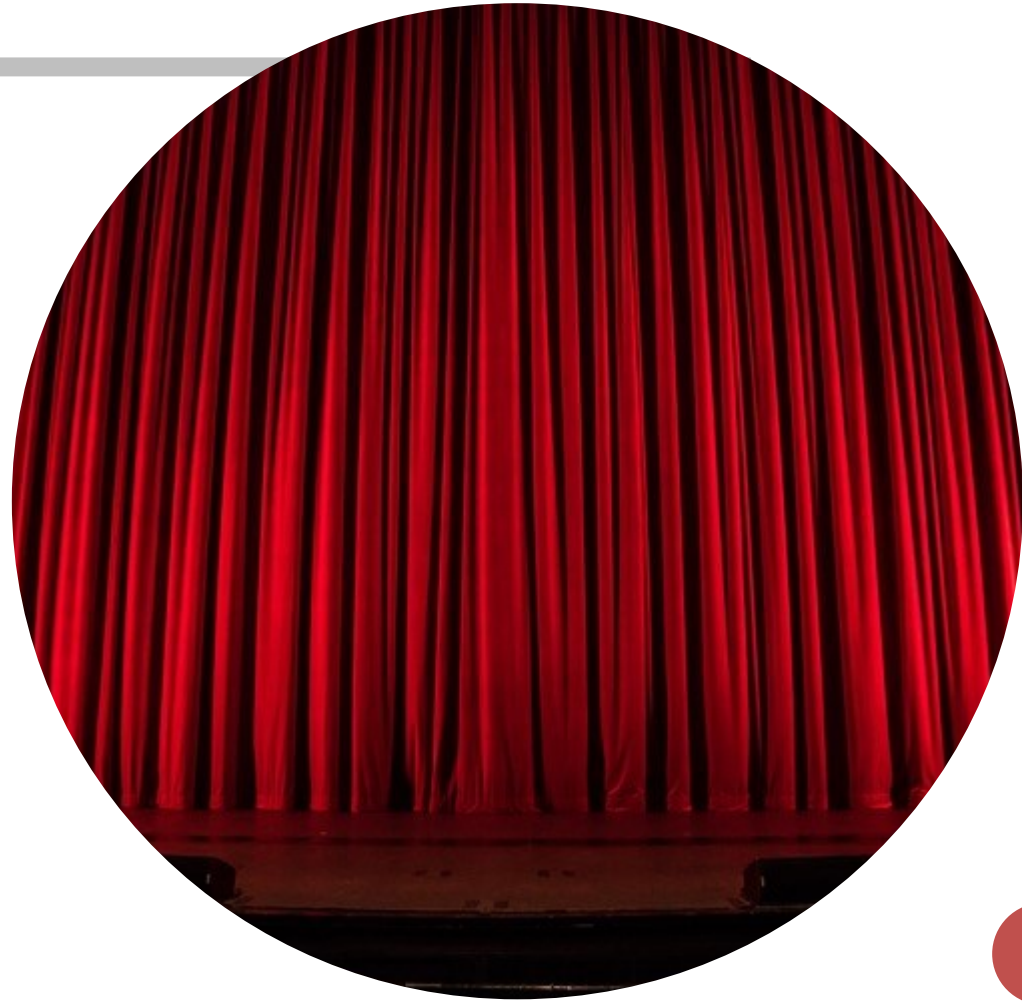


Photo by Rob Laughter on Unsplash



# Ask yourself

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What do you know about  
**inclusive &  
equity-minded**  
teaching?

# The Norton Guide to Equity-Minded Teaching (2022)

## About the Authors

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**Isis Artze-Vega** (lead author and editor) serves as College Provost and Vice President for Academic Affairs at Valencia College in Central Florida, long

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**Flower Darby** is an Associate Director of the Teaching for Learning Center at the University of Missouri. In this role she builds on her experience

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MAYS IMAD



**Mays Imad** is an assistant professor of biology and equity pedagogy at Connecticut College. Prior to that, she founded the teaching and

<https://seagull.wwnorton.com/equityguide>





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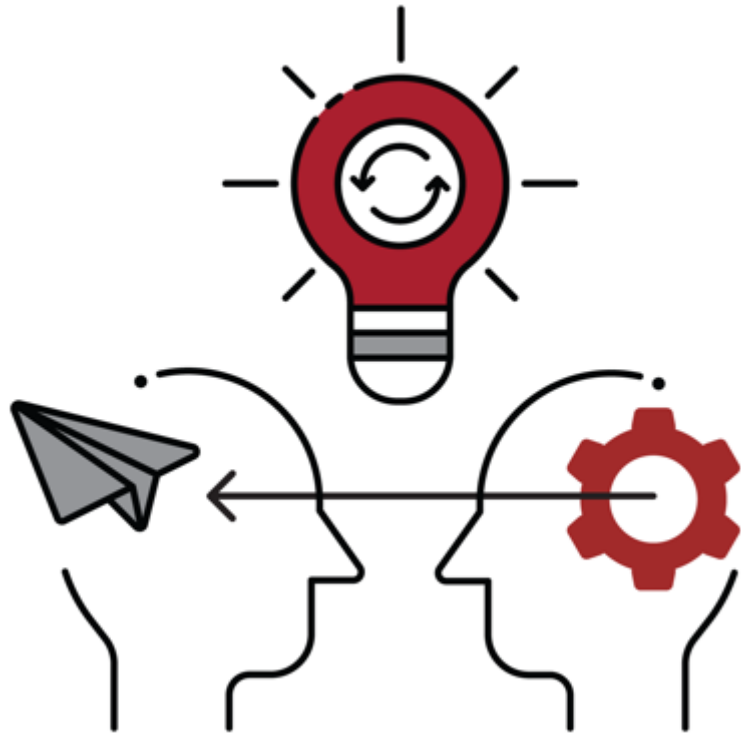
Introduction  
and Guiding  
Frameworks

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5 Keys to  
Advance  
Equity

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Questions  
and  
Conversation



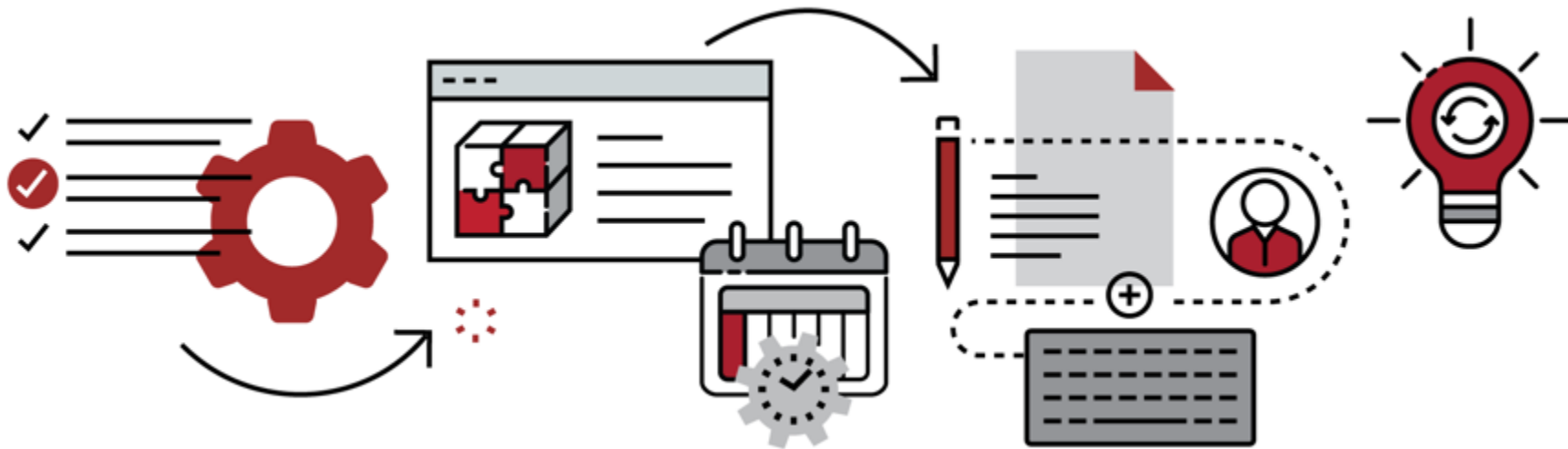
Equity starts with  
**me**

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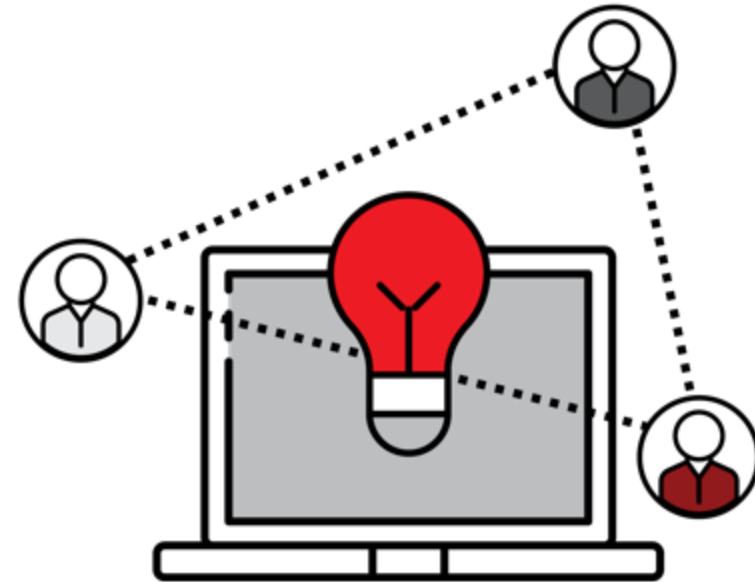


# Guiding Frameworks

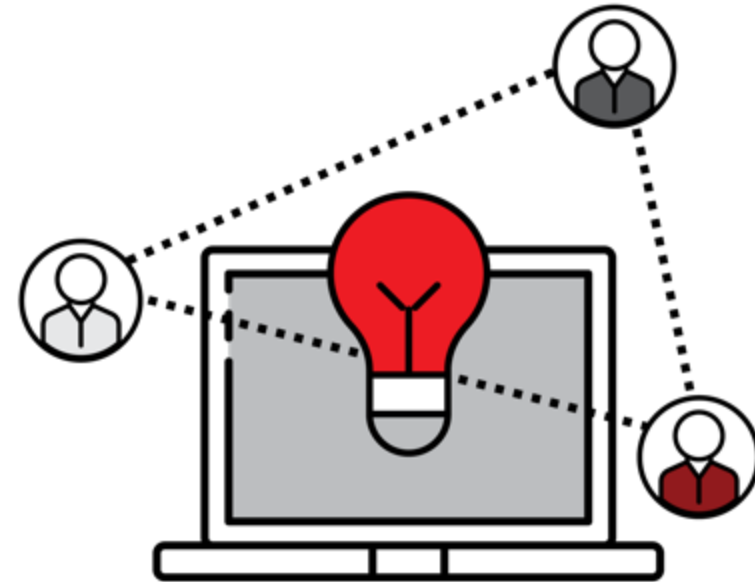
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# Backward Design



# Universal Design for Learning





## Ideas for Implementation

Create an **inclusive** syllabus

Communicate in a **warm**  
tone

Offer **choice**

Support **executive function**

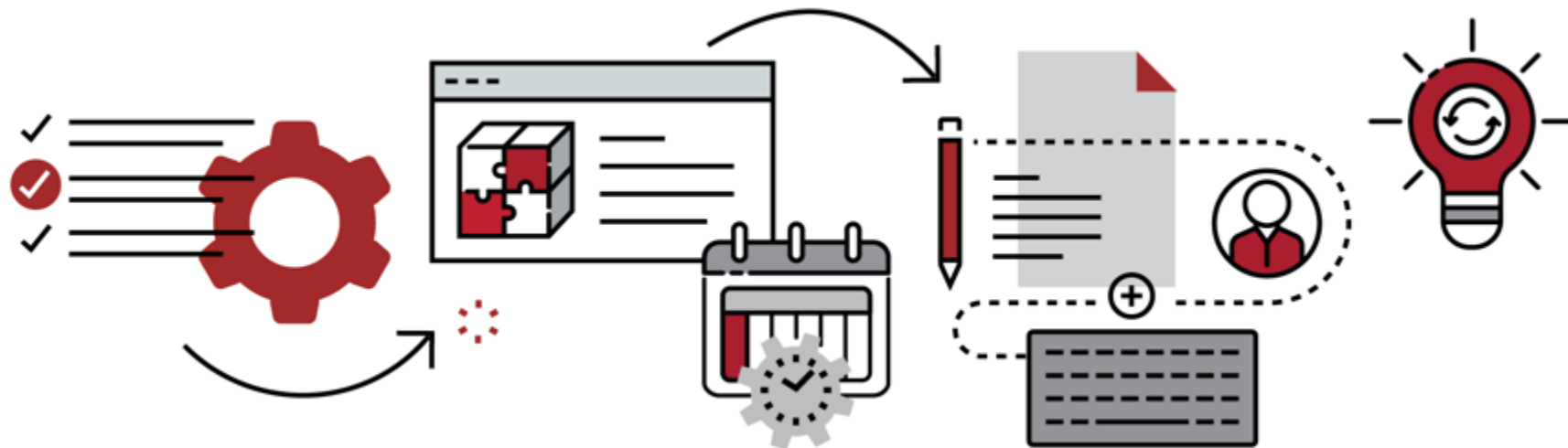


# Pause and Reflect



# Five Key Considerations

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Ask yourself

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What might these

**key**

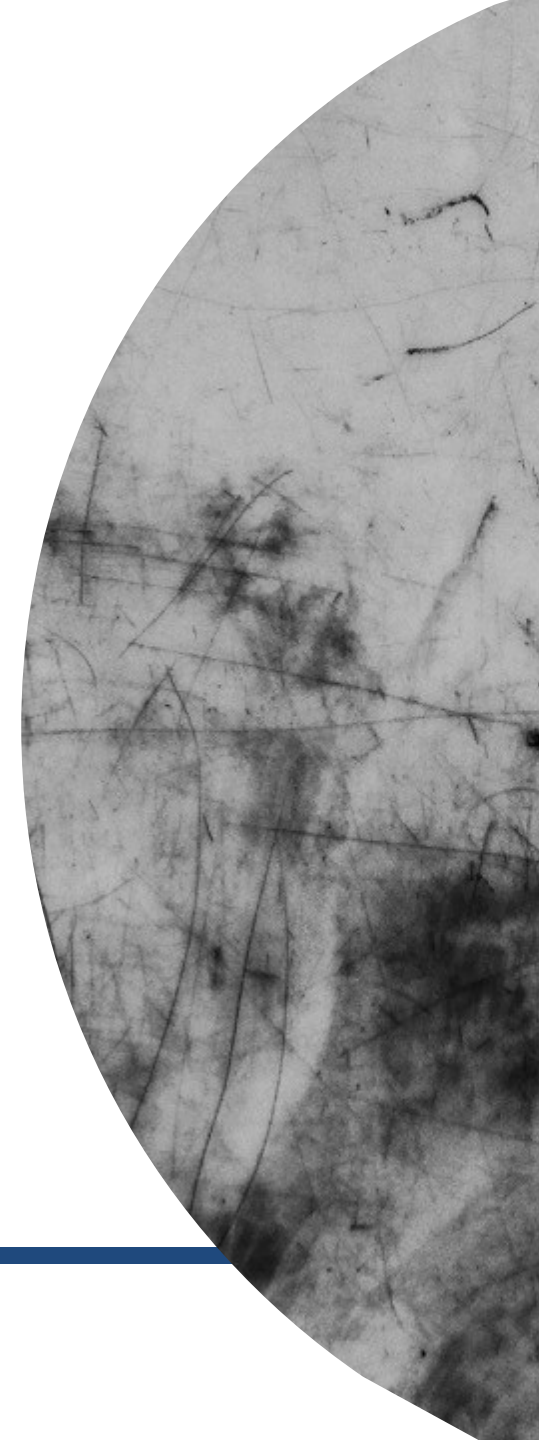
**considerations**

be?



Extend

**belonging**





## Ideas for Implementation

Assign a **strengths-based** survey or reflection

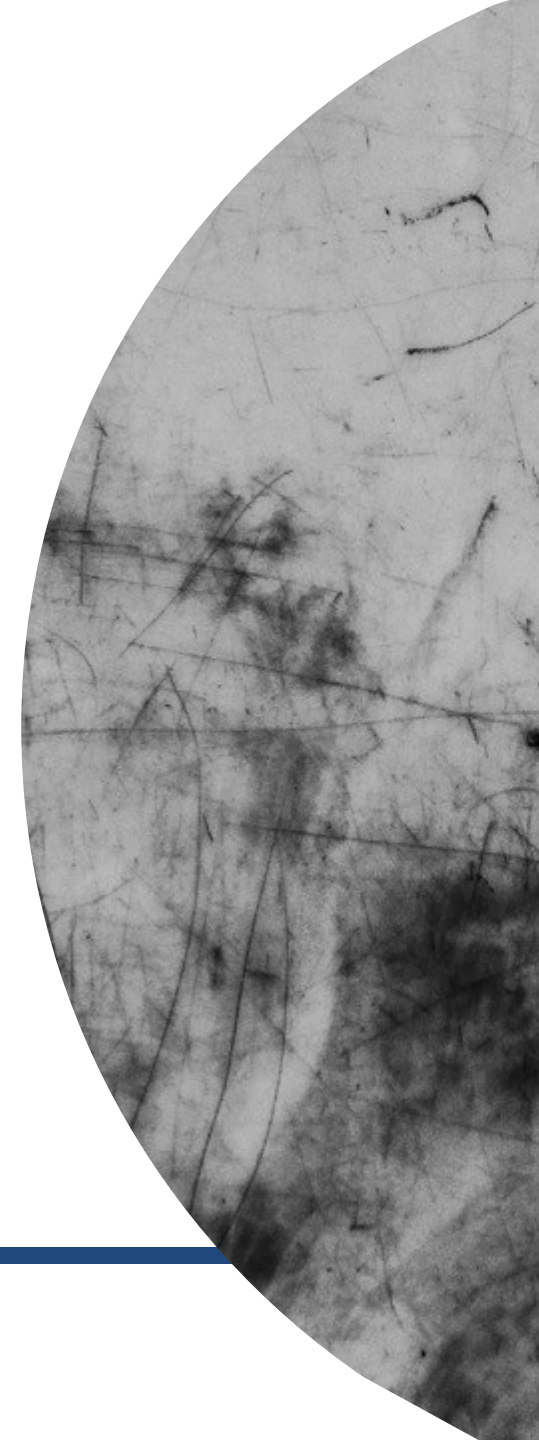
Prioritize **relationships**

**Normalize** challenge

Share **selected** failures

Highlight

**relevance**





# Ideas for Implementation

Assign **utility value**  
reflections

Share **stories**

Ask students to share  
**their experience**



Build

**trust**

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# Ideas for Implementation

Demonstrate  
pedagogical caring

Exhibit empathy

Be approachable

Be real



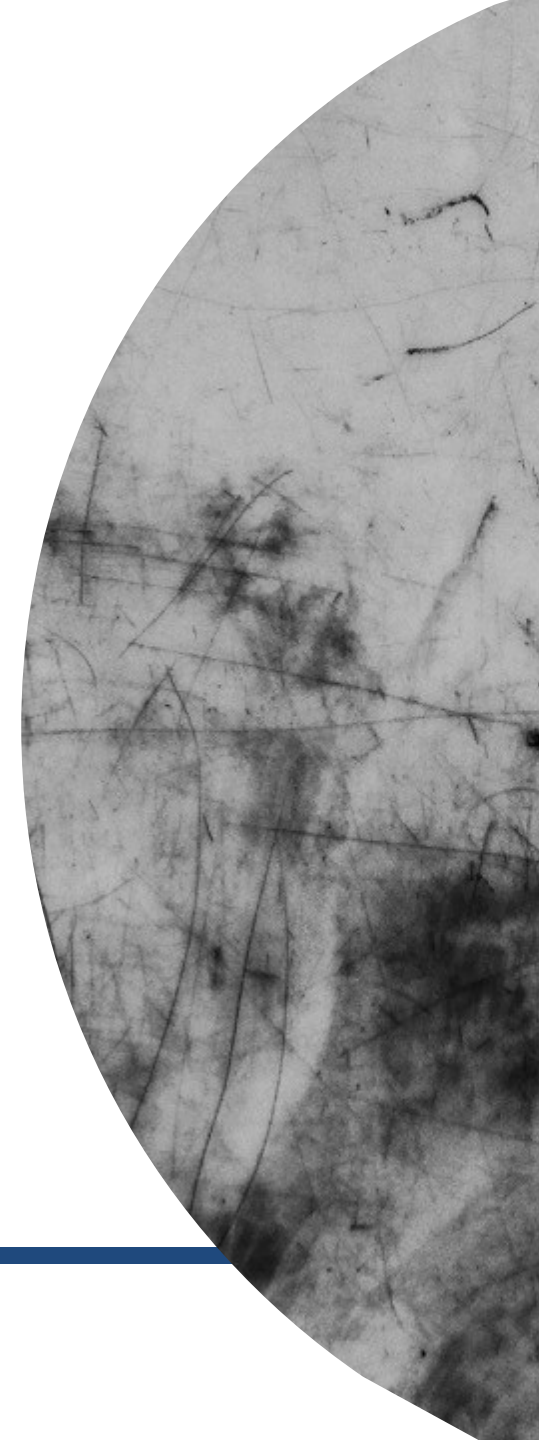
# Pause and Reflect





Add

**structure**





# Ideas for Implementation

Assign **productive, science-based** learning tasks

Add **low-stakes** assessments



Design for

**transparency**

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# Ideas for Implementation

Tell students:

1. **What** you want them to do
2. **Why**
3. **How**



# Ask yourself

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What is one

**big takeaway**

from this session?



# Questions and Conversation



Thank you!