



# Toward a More Inclusive Campus

## Session Descriptions

### **Part I: Building Awareness & The Value of Diversity**

In this session, participants will become familiar with UWSP's student demographics as they are related to diversity and inclusivity. This session also includes insights from the Equity Scorecard Report, and briefly outlines student, faculty and staff, and institutional factors that contribute to or detract from inclusivity. The focus is on what research tells us about why diversity matters. Participants will be asked to reflect on their own perspectives and perceptions relative to their identities in order to uncover unintentional ways that we might send inclusive and/or exclusive messages to our students.

### **Part II: Blind-spots and their Consequences**

The first part of this session focuses on the research on implicit bias and its effects in educational and other contexts. The second part introduces microaggressions and the negative consequences they can have. Participants will have a chance to reflect on an inventory of example microaggressions that might occur in interactions with students or in workplace interactions with their peers. The session ends with a case study and suggestions for decreasing one's implicit bias.

### **Part III: Inclusive Interactions**

This session's focus is responding to microaggressions using research-based intervention strategies. After a brief review of microaggressions and the negative consequences they can have for their targets, participants will discuss specific scenarios and practice their responses.

### **Part IV: Inclusive Pedagogy (for instructors only)**

The final session in the series is geared specifically for those who have teaching responsibilities. In this session, participants are introduced to the seven principles of universal design for learning with an emphasis on inclusivity. Much of the time in this session is dedicated to participants reflecting on their own teaching, including identifying inclusive practices they are already using and planning those they may want to consider incorporating in the future.



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