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OVERVIEW

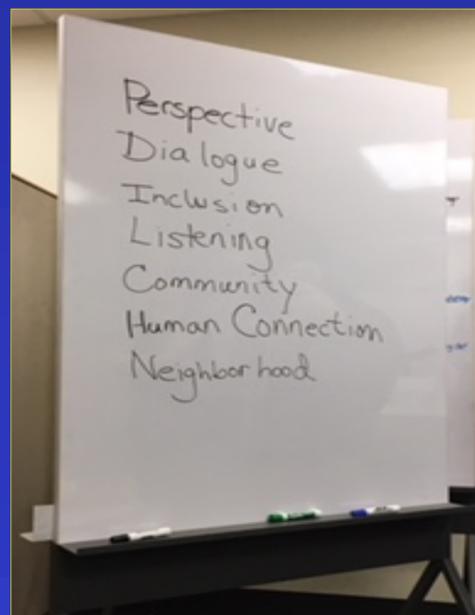
An informal forum, designed for students to express concerns or general thoughts surrounding diversity, equity and inclusion (DE&I) in the Nutritional Sciences Department, resulted in key themes of interest within the department including perspective, dialogue, inclusion, listening, community, and human connection. It was agreed among faculty and students that follow-up sessions targeting those themes would create and ensure an inclusive department environment.

The NS faculty proposed a three-part seminar series. The first two events were formalized workshops conducted by University of Michigan DE&I experts. The first event was a Center for Research on Learning and Teaching (CRLT) Players performance aimed for faculty and graduate students to understand diverse classroom climate situations. The third event was an open student-faculty forum to connect the first two events. A faculty facilitator led discussion on specific feedback from faculty following the Players performance and DE&I workshop.



Student and Faculty reflecting on DE&I within our department

Important DE&I-related concepts for the NS community



WORKSHOPS

1) CRLT Players Performance: A Thousand Cuts

- Workshop to help instructors deepen their understanding of the ways campus climate issues undermine students' ability to succeed academically
- Provides time to critically reflect about listening practices and develop a personalized toolkit for responding to student concerns

2) Nutritional Sciences Inclusive Teaching Workshop

- Workshop for faculty to engage in discussions on inclusive classroom environments
- Designed as a continuation of the Players performance so faculty have a meaningful sequence of conversation in regard to classroom climate

3) Nutritional Sciences Faculty-Student Forum

- Faculty facilitator led discussion tying together the Players performance and Inclusive teaching workshop with a student group
- Faculty gained insight to students expectations and needs from faculty to create inclusive classroom environments



Students reflecting on their classroom experiences

WORKSHOP OUTCOMES

1) A Thousand Cuts

- Attendance: 5 NS faculty, 1 staff

2) Nutritional Sciences Inclusive Teaching Workshop

- Attendance: 10 NS faculty; 2 staff
- Activities
 - Faculty define inclusive teaching
 - Review exclusive/inclusive bias continuum

3) Nutritional Sciences Faculty-Student Forum

- Attendance: 3 NS faculty, 16 students
- Activities
 - Small student groups define inclusive teaching
 - Small group → large group discussion
 - Stress Buster
- Feedback
 - Key Strengths of NS Department
 - International students feel “at home and supported”
 - Open door policy among faculty
 - Variety of teaching techniques used across faculty
 - Areas of Improvement within NS Department
 - Faculty need to increase strategies to allow a space for introverts to be heard
 - Use a variety of assessments within a single class
 - Support working, non-traditional students
 - Need more student sessions - As a space for students to voice opinions, concerns, needs, etc. to improve class room experiences

OUTCOMES AND FUTURE DIRECTIONS

- Continued internal DE&I faculty dialogue
 - Workshop set for Winter 2018 on social identities within the classroom
- Faculty-peer review classroom observations
- Quarterly brown bag student lunches with the NS chair

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