



Introduction:

Promoting inclusion is an important role of higher education institutions. Creating an inclusive environment helps to promote acceptance of other cultures and sense of belonging among students.

Participant Instructions:

1. Imagine you are the instructor of a freshman-level engineering classroom. Some of your students have voiced concern that they do not feel included in the classroom because of the below reasons/themes. Imagine you do not share the same challenges that may come with the below themes.
 - Theme 1: "I am the only Black female in an engineering classroom."
 - Theme 2: "I am a Latino student and I am used to being in a school where everyone speaks Spanish."
 - Theme 3: "I am an Asian international student and I want to make friends with domestic students, but I'm not sure where to start."
 - Theme 4: "I just came out as trans and I don't know anybody here."
 - Theme 5: "I am an undergraduate male and I am 35 years old."
 - Theme 6: "I am autistic and I miss my high school friends."

Reflect and discuss the challenges faced by students within these themes and write these challenges on one color of post-it notes, making sure to include only one challenge per post-it note. Once you have completed this, your instructor will ask you to come up to the front of the room and stick your "challenges" post-it notes on the board according to theme.

2. Once you've placed the challenges on the board, you will now identify solutions to mitigate these challenges, writing your solutions on the second color of post-it notes. Once your instructor asks, come up to the front of the room and stick your solutions on the board next to the corresponding challenges you previously identified.
3. After the board is filled, your instructor will ask you to engage with the following debriefing questions as a group:
 - How did you feel when you were reflecting on the challenges under each theme?
 - Have you ever encountered a similar situation where you felt isolated? How did you approach the situation? How did the situation evolve and how do you feel looking back on it?
 - What other themes can you think of that could present challenges for students in the classroom?
 - What steps can instructors take to promote and create an inclusive classroom environment? What steps can students take to promote and create an inclusive classroom environment? What questions will you ask yourself to challenge yourself to consider different perspectives as you work to create an inclusive classroom?



- What challenges or barriers do you anticipate as you work toward creating an inclusive classroom environment? How will you work to overcome these barriers?