

A background image showing a group of business professionals in an office setting. A man in a dark suit and striped tie is on the left. A woman in a grey blazer is in the center, gesturing with her hand. Another person is on the right, partially visible. They are gathered around a table with a laptop, a tablet, and a white coffee cup. A semi-transparent blue rectangle is overlaid on the center of the image, containing the title and authors.

Diversity in Online Courses

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What is Inclusivity?

- What do the words "inclusivity" and "diversity" mean to you?
- I like to think of myself as radically inclusive. It is the opposite of exclusive. Exclusivity is often promoted over inclusivity in daily life.
- I want everyone that shows up in my classes and spaces to feel welcome, included, and able to fully participate in the community and learning activities.

Diversity and Content Coverage

- Importance of balanced content coverage
 - *Imagine:* You are a female student in a course discussing the space race and space exploration. You are aware of the role that women played in this important time in history, and still play in this field. You complete the course and there is no mention of women contributing to this history or field anywhere in the content. How do you feel about your course experience? The knowledge and expertise of the instructor? The validity and value of the program? The school?

Diversity and Content Coverage

- What are some ways that faculty ensure that their coverage is balanced and includes underrepresented voices?
- What are some challenges to including underrepresented voices?
- **Article:** [The Complicated Process of Adding Diversity to the College Syllabus - From physics to forestry, schools are asking professors to reconsider the lens through which they teach.](#) By Emily DeRuy

Neurodiversity and Online Learning

Universal Design for Learning (UDL)

- Learning Design creates accessible courses and uses an inclusive design model that encourages multiple means of engagement
 - Faculty presence and engagement
 - Peer interactions and discussion
 - Relevant learning activities and a Constructivist approach
- [Inclusive Instructional Design: Applying UDL to Online Learning](#) (by Kavita Rao)

Safe Spaces

- What is necessary to ensure student safety and learning when teaching and discussing controversial or triggering concepts?
- Some examples of why this is necessary.
- What are some things faculty are doing to ensure student safety while teaching controversial or triggering concepts?

Saint Leo Core Values

Excellence: Saint Leo University is an educational enterprise. *All of us, individually and collectively, work hard to ensure that our students develop the character, learn the skills, and assimilate the knowledge essential to become morally responsible leaders.* The success of our University depends upon a conscientious commitment to our mission, vision, and goals.

Community: Saint Leo University develops hospitable Christian learning communities everywhere we serve. *We foster a spirit of belonging, unity, and interdependence based on mutual trust and respect to create socially responsible environments that challenge all of us to listen, to learn, to change, and to serve.*

Respect: Animated in the spirit of Jesus Christ, *we value all individuals' unique talents, respect their dignity and strive to foster their commitment to excellence in our work. Our community's strength depends on the unity and diversity of our people, on the free exchange of ideas and on learning, living, and working harmoniously.*

Personal Development: Saint Leo University stresses the development of every person's mind, spirit, and body for a balanced life. All members of the Saint Leo University community must *demonstrate their commitment to personal development to help strengthen the character of our community.*

Responsible Stewardship: Our Creator blesses us with an abundance of resources. *We foster a spirit of service to employ our resources to university and community development.* We must be resourceful. *We must optimize and apply all of the resources of our community to fulfill Saint Leo University's mission and goals.*

Integrity: The commitment of Saint Leo University to excellence *demands that its members live its mission and deliver on its promise. The faculty, staff, and students pledge to be honest, just, and consistent in word and deed.*

Breakout Reflection Questions

- Why is DEI important for Saint Leo University?
- How can faculty at Saint Leo University address DEI in the current politicized climate?
- How can different perspectives, underrepresented voices, diversity and viewpoints be included in the course content?
- How can rules and boundaries be established and enforced in an online course to ensure student safety and learning when teaching and discussing controversial or triggering concepts?