

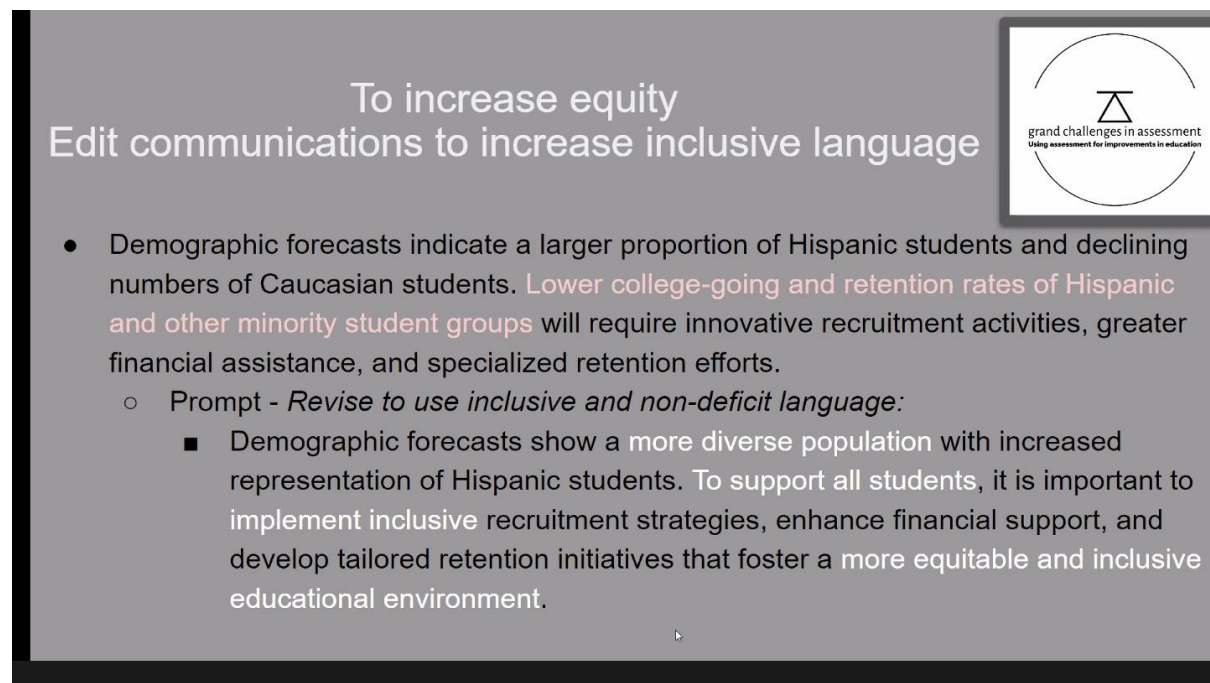
Diversity, Equity, and Inclusion Enhancement Opportunities:

Using AI To Improve Accessible Language

[California Outcomes Assessment Coordinators Hub](#) (COACHes) hosts live online seminar sessions called Friday SLO (Student Learning Outcome) Talks. Friday, November 3, the group's online seminar topic was about Grand Challenges in the age of AI (Artificial Intelligence). Brenda and Heather both attended this session and are excited to share the information discussed at this talk. Key points of the session were:

Professional Development Opportunities

Use ChatGPT to aid in professional development, such as considering inclusive language and avoiding emphasis on deficit perspectives.



The screenshot shows a presentation slide with a dark grey background and white text. The title is "To increase equity Edit communications to increase inclusive language". Below the title is a bulleted list. The first bullet point discusses demographic forecasts and the need for innovative recruitment activities. The second bullet point is a prompt to revise language to be inclusive and non-deficit, followed by a sub-bullet point that provides a revised, more inclusive version of the demographic forecast statement. In the top right corner, there is a logo for "grand challenges in assessment" with the tagline "Using assessment for improvements in education".

To increase equity
Edit communications to increase inclusive language

- Demographic forecasts indicate a larger proportion of Hispanic students and declining numbers of Caucasian students. Lower college-going and retention rates of Hispanic and other minority student groups will require innovative recruitment activities, greater financial assistance, and specialized retention efforts.
 - Prompt - *Revise to use inclusive and non-deficit language:*
 - Demographic forecasts show a more diverse population with increased representation of Hispanic students. To support all students, it is important to implement inclusive recruitment strategies, enhance financial support, and develop tailored retention initiatives that foster a more equitable and inclusive educational environment.

This screenshot above shows an example of how a first draft of a statement was written. Then the instructor could enter it into ChatGPT with prompts asking it to revise the statement with inclusive and non-deficit language. The second version shows the same message—only with a language lens of inclusivity. These statements could be reviewed and revised prior to departments turning in materials for program review.

Grading Policies

The ChatGPT tool could be used to revise grading policies to increase equity and support a growth mindset.

To increase equity
Revise grading policies to support growth mindset

Original	Revised
Tests 60%	Tests (60%): Assess your understanding and help you grow and learn.
Quizzes 25% (announced & unannounced)	Quizzes (25%): Enhance comprehension and reinforce your learning. These will be both announced and unannounced to encourage consistent practice.
Homework 15%	Homework (15%): Provides opportunities to reinforce your understanding of topics discussed in class. You're encouraged to work on these until you achieve mastery.

In the screenshot above, the column on the left shows the original grading policy for a course. Taking that same policy and putting it into ChatGPT prompt and asking it to revise the policy to increase equitable language and support growth mindset produced the content in the second column. The same content is in the second version that was in the original, but it describes why the students are doing the activities that will help them learn and grow.

Syllabi to Show Sense of Belonging for Students

Course syllabi can be more than just a list of class expectations and the professor's policies. It can include those necessary and important statements but have room to offer students a sense of belonging in the course instead of feeling like the policy is the way it is because the institution or faculty member "says so."

To increase equity Edit syllabi to support sense of belonging	
Original	Revised
On-time attendance at all classes is expected.	I value your active participation and encourage on-time attendance at all classes to create a supportive learning environment.
OFFICE HOURS: MW 11 am - 11:50 TR 10:15 - 11:15 and by appointment	I'm here to support you during office hours, which are on Mondays and Wednesdays from 11-11:50 am, and on Tuesdays and Thursdays from 10:15-11:15 am. If these times aren't convenient for you, please reach out, and we'll find a time that works best for you. I'm here to help!



The screenshot above demonstrates how straightforward text that would normally be in a syllabus (left column) could be rephrased to emphasize to students more of a "why" the rules are expected—thus providing them with a sense of belonging in the course. These are prompts that can be entered into ChatGPT to help, though it is recommended to enter in one paragraph or concept at a time.

Transparency In Learning and Teaching (TILT) Model

Transparency in Learning and Teaching (TILT) is a set of teaching strategies that focuses on helping students understand how and why they are engaging with course content in a particular way. Created by Dr. Mary-Ann Winkelmes, the [TILT model](#) helps to clarify the professor's choices for lesson plans and shows students how these choices relate to course learning goals and outcomes.

Instructors could enter assignment instructions into ChatGPT prompt and ask it to apply the TILT model to the instructions. By expanding on the reasoning, and having students rely upon their own thought reasoning and experiences, it offers increased equity to the coursework.

To rapidly improve pedagogy
Apply the TILT model to assignment instructions




- Describe your goals for Calculus and your motivations for each goal. End with a brief statement describing steps you will take to meet your goals.
- The purpose of this assignment is to reflect on why you've set your goals. Understanding your motivations is a crucial aspect of goal setting and can increase your commitment and engagement in the course. Describe your goals for Calculus and the motivations behind each goal. To support your goals, do the following:
 - A. Explain the reasons behind each goal. Why did you to set this particular goal for yourself?
 - B. Describe the specific actions you plan to take to accomplish your goal. Name individuals or resources on or off-campus that you will reach out to for support?

Culturally Responsive Pedagogy

Instructors could leverage ChatGPT to add culturally responsive pedagogy. As shown below, the left column is the original text. The right column has the same content but with a lens that is more culturally responsive to a broader audience by asking ChatGPT to add culturally responsive language. In explaining *why* something is being done, it shows the importance of the task to the individual.

To rapidly improve pedagogy
Apply culturally responsive pedagogy




- Please work on in-class examples before attempting this lab.
- Read questions carefully before answering them.
- Satisfactory completion requires 100% attempts on questions and 60% accuracy.
- You can attempt it up to three times. The time between each attempt is 15 minutes so go back and read about concepts that are not clear to you.
- The best out of three attempts will be considered for grading

- To ensure success, work on in-class examples first to help you become familiar with the content and build your confidence.
- Read each question carefully before responding to help you succeed.
- For successful completion try to answer all of the questions and get at least 60% of the right answers.
- You get three attempts, with 15-minute gaps between each attempt. Use the time to review unclear concepts.
- Your highest score will be used for grading.
- If you need additional support, please reach out, and we'll work together to ensure your success.

Simplify Test Questions

ChatGPT can help improve pedagogy by empowering faculty to reframe test questions in a way that more people can understand without losing the essence of the material. As shown below, the original test questions (left) are long and have sesquipedalian (big) words. The column on the right shows the same question after entering it into ChatGPT and asking it to rewrite it in simplified form. The question still asks the same things and can now be understood by a broader audience.

To rapidly improve pedagogy Simplify test questions	
Original	Revised
In a study employing data triangulation, which scenario represents a potential challenge to validity?	In a study using data triangulation, what could be a problem with the findings?
A) Quantitative survey results complement qualitative interview data, leading to a more comprehensive understanding of the research topic.	A) Survey and interview results each offer unique results that clarify findings.
B) Multiple data sources, such as interviews, surveys, and observations, provide converging evidence on the research findings.	B) Interviews, surveys, and observations provide similar information.
C) Different data sources, including interviews, surveys, and observations, yield conflicting information, making it challenging to draw a clear conclusion.	C) Interviews, surveys, and observations provide different answers, making it hard to know what's true.
D) The research team collaborates to integrate data from various sources, enhancing the overall reliability of the study.	D) The research team works together to make the study more reliable.




SLO in Simple Language and SMART

Faculty could review course, program, or department SLO's to ensure the text is accessible and able to be understood by more people through utilizing simplified text. It could also convert the SLO to show how outcomes can be Specific Measurable Achievable Relevant Time-Bound (SMART) goals.

Below is an original SLO. To the right is the SLO after it was entered into ChatGPT prompt to convert it to simplified language. After this step, the updated SLO was re-entered into ChatGPT and asked it to show the SLO as a SMART goal. This change reinforces the value of participants' contribution.

To rapidly improve pedagogy
Rephrase SLOs to be accessible and SMART



grand challenges in assessment
Using assessment for improvements in education

Original	Revised for Accessibility
Apply interdisciplinary knowledge and perspectives to address real-world problems, fostering holistic understanding of complex issues attainable within the scope of their education	Use what you're learning from different subjects to solve real-world problems and understand things in a broader way.

Revised to be SMART


Specific: Use knowledge from various subjects to tackle real-world issues and gain a holistic understanding.
Measurable: Document the number of real-world problems addressed with multidisciplinary knowledge.
Achievable: Set achievable target number of problems
Relevant: Aligns with student desires for applied learning
Time-Bound: Solve at least three real-world problems by the end of the current year.

Rephrase for Funding Recommendation or Policy Change

Faculty may have vital information to share with administrators, funders, board members, etc. that would require funding or policy changes. While a subject matter expert may glean these concepts from study findings, those outside the area of expertise may not come to the same conclusions. Using ChatGPT to modify assessment findings, by including language that could encourage funding recommendations or policy changes, may be essential for the target audience. Below is an example of original text (left) and the same text (right) after being entered into ChatGPT with request to modify language and encourage support.

To make assessment findings more visible ask ChatGPT to...

- Revise assessment findings into language that encourages policy change or funding recommendation




Original	Revised to support funding recommendation
When we looked at male college students who were the first in their families to attend college, they didn't do as well academically as students who had family members who had attended college. However, when we looked at female college students who were the first in their families to attend college, their academic performance was similar to other groups of students.	We observed that first-generation male college students may benefit from additional institutional support to address specific challenges they face in their academic performance. These insights underscore the value of providing targeted support to ensure the success of all students within our diverse community.

Revise Language in Complicated Findings to Make it Accessible to Diverse Audiences

Subject specific language can be difficult for the non-subject experts to follow in a deep and meaningful way. For example, in research studies the findings may need to be restructured from industry jargon into common language for broader accessibility. Below is an example of study findings in its original format (left) and the same statement after being entered into ChatGPT after it has been revised to accessible language.

To make assessment findings more visible ask ChatGPT to...



- Revise complicated findings into language that is accessible to different audiences

Original	Revised for Non-Experts
There was a significant interaction between sex and generational status such that first generation male college students performed significantly worse than continuing generation students but first generation female students did not differ significantly from other groups.	When we looked at male college students who were the first in their families to attend college, they didn't do as well academically as students who had family members who had attended college. However, when we looked at female college students who were the first in their families to attend college, their academic performance was similar to other groups of students.