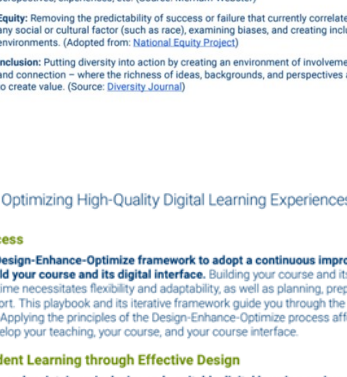


## The Diversity, Equity, & Inclusion Issue



### Equity in Learning Resources

Listening is an important aspect of developing and maintaining diverse, equitable, and inclusive learning environments, whether teaching online or face-to-face. After listening to and working to support several diverse campus communities, I offer the following resources as a way to support and encourage continued campus conversations about inclusivity.



From **Every Learner Everywhere**, whose "mission is to help institutions use new technology to innovate teaching and learning, with the ultimate goal of improving student outcomes for Black, Latino, and Indigenous students, poverty-affected students, and first-generation students":

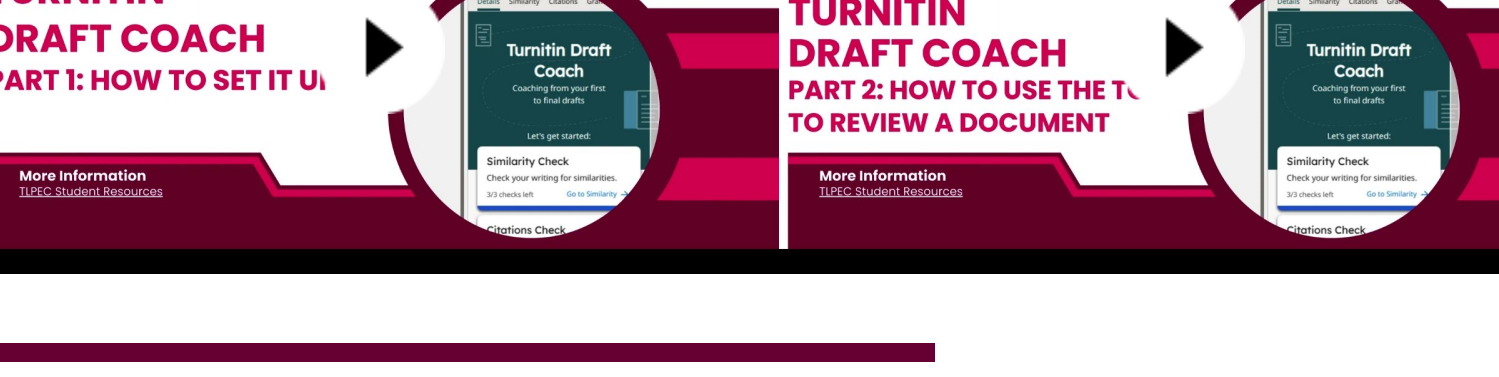
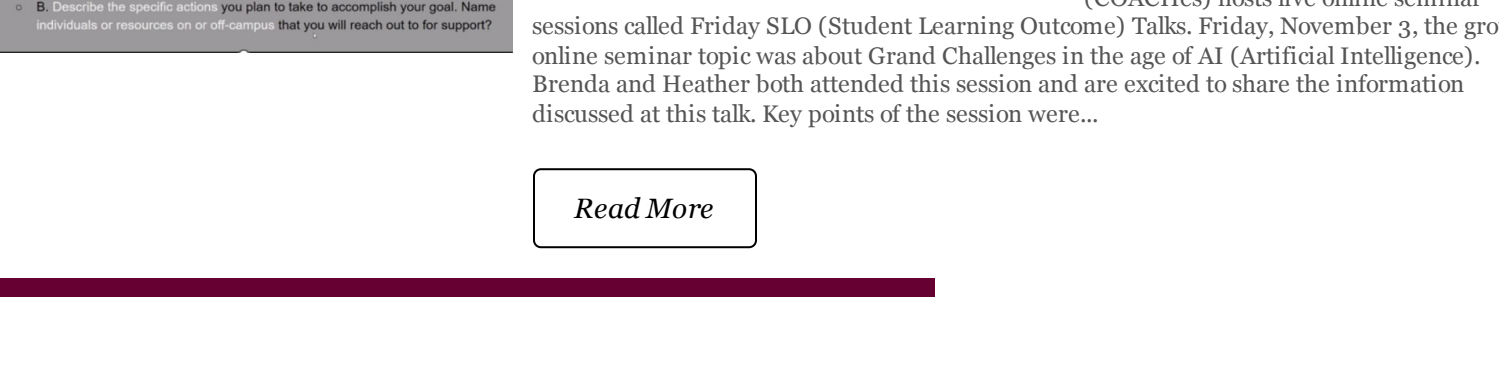
"provides an overview of **key terms** (i.e., diversity, equity, and inclusion), **challenges** (i.e., academic, financial, and socio-emotional), and **approaches** (i.e., culturally responsive teaching, trauma-informed teaching, and universal design for learning, or UDL) that are integral to caring for students. This resource [gives] historical context and empirical evidence."

*Of note:* questions posed, content on course design & delivery.

(60 pages) aims to guide faculty in strategically designing courses that amplify opportunities to **positively impacting student learning**, especially for students who are minoritized because of race, gender, disability, or socioeconomic status."

finds that "high-quality digital learning experiences are well-organized and thoughtfully designed. These experiences rely on instructional design principles and strategies to **align learning outcomes with learning assignments, activities, and assessment practices.**"

*Of note:* graphics and thought bubbles from students.



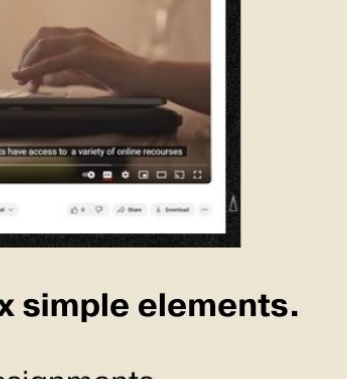
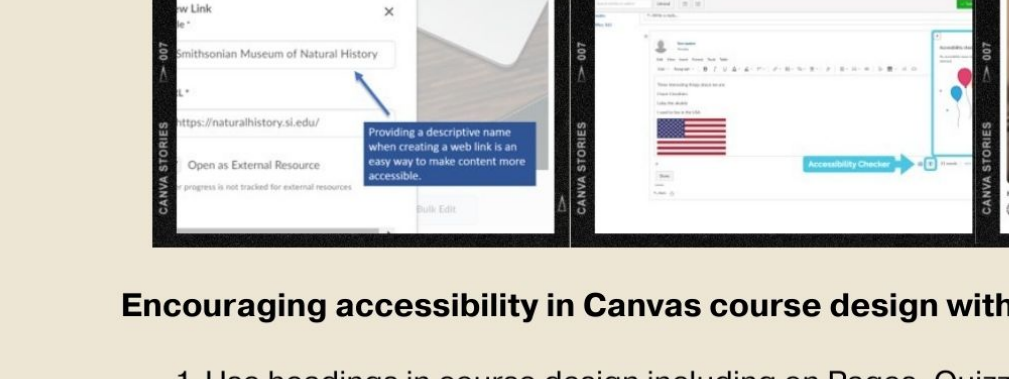
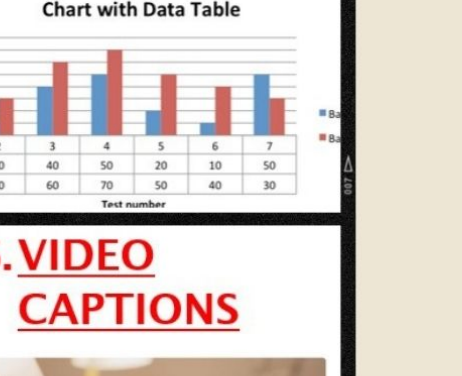
**DEI Enhancement Opportunities: Using AI To Improve Accessible Language**

(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 conversation discussed at this talk. Key points of the session were...

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### Turnitin Tip: Draft Coach Can Help Students

Whether a research paper or short-answer assignment, students can ensure their work is original before they hand it in. They can get immediate feedback on citations, grammar, and text matches with Turnitin's databases while writing in Word on the web. View the two-part video tutorial series (below) on how students can set up and use Draft Coach.



[Read More](#)

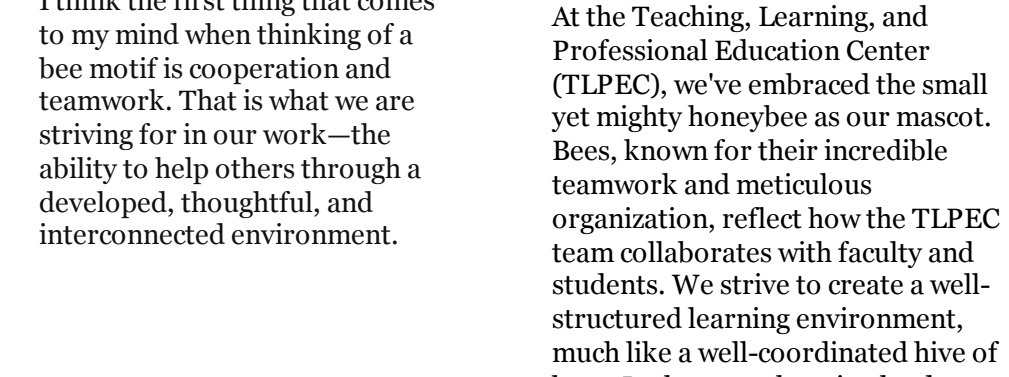
### Canvas Course Design: Accessibility Tips



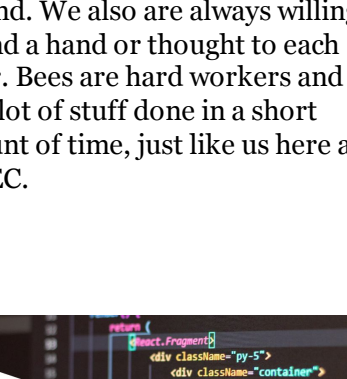
Encouraging accessibility in Canvas course design with these six simple elements.

1. Use headings in course design including on Pages, Quizzes, and Assignments.
2. Include Alternative Text descriptions on all images and graphics placed within a course.
3. Include tables when displaying data. Offering multiple ways to review the same data allows for better understanding of material.
4. Using descriptive name when creating a web link is an easy way to make content more accessible.
5. Leveraging tools available within the Canvas LMS such as the Accessibility Checker are beneficial to ensure accessibility standards are met.
6. Add in captions for any videos uploaded.

### Formatting Text in Canvas for Readability: A Mini Coding Lesson



With text-heavy content, faculty may consider altering the width of the text on the screen to increase readability.



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### 9 WAYS TO BE MORE INCLUSIVE IN A DIVERSE CLASSROOM

1. **READ, READ, READ.** Books, blogs, and articles from diverse authors can provide a robust education.
2. **BE OPEN TO FEEDBACK.** If you make a mistake—and you will—learn from the feedback, apologize, and do better next time.
3. **EXPAND YOUR CIRCLE.** Spending more time in your school community can be a great way to know your students' lives better.
4. **GET COMFORTABLE BEING UNCOMFORTABLE.** Embracing the new and different is not always easy. If you can be okay with that, you'll learn faster.
5. **DON'T FORGET GENDER.** When working toward inclusivity, remember that gender and sexual orientation are all important factors.
6. **BWARE "IMPERCEPTIBLE" DISTANCE.** You may be leaning away from students who are different from you. Keep an eye out for this.
7. **VALIDATE CODE SWITCHING.** Students will need to shift the way they speak in different contexts; help them navigate that process.
8. **EMBRACE THE ELEPHANT IN THE ROOM.** Rather than avoiding difficult or awkward topics, discuss them openly and respectfully.
9. **IDENTIFY AND FIGHT BIAS.** We all have biases. The better you get at identifying and correcting yours, the more you'll grow.

Source: "Are Your Diversity Strategies Missing the Mark? 9 Ways to Get it Right" by Hedreich Nichols

### Why the Bee?

The Teaching, Learning, and Professional Education Center's mascot is a honeybee. We asked the TLPEC Student Curriculum Specialists what the bee symbolized to them.

**Ronda Bokelman**

I think the first thing that comes to my mind when thinking of a bee motif is cooperation and teamwork. That is what we are striving for in our work—the ability to help others through a developed, thoughtful, and interconnected environment.

**Rachel Cannon**

At the Teaching, Learning, and Professional Education Center (TLPEC), we've embraced the small yet mighty honeybee as our mascot. Bees, known for their incredible teamwork and meticulous organization, reflect how the TLPEC team collaborates with faculty and students. We strive to create a well-structured learning environment, much like a well-coordinated hive of bees. In the ever-changing landscape of education, our center—much like the bees' hive—adapts to its environment and evolves. From assisting in the transition to a new learning management system (Canvas) to hosting New Faculty Orientations and enhancing teaching pedagogy, our adaptability ensures we meet the evolving needs of our academic community. The beehive symbolizes a place of buzzing activity, cooperation, and support. Our bee mascot not only represents our industrious nature but also makes TLPEC more approachable and relatable. It's a symbol of positivity, inviting faculty and students to engage with us, confident that, like bees, we are working for the greater good of the entire college community. Next time you see our little bee mascot, remember it's not just about being busy; it's about being impactful, collaborative, adaptable, and integral to the educational journey of every individual on campus. At TLPEC, we're more than just busy bees; we're the nurturers of a thriving educational ecosystem.

**Aubree Quast**

I think the bee as our logo has many different meanings. To me, the bee shows us all busy at work. Down in the TLPEC office there is always a project happening. Often times all the different members of our team are working on different projects. The bee though also shows the teamwork aspect of TLPEC. We are all working on different projects, most overlap in the end. We also are always willing to lend a hand or thought to each other. Bees are hard workers and get a lot of stuff done in a short amount of time, just like us here at TLPEC.

### SOCIAL MEDIA & EVENTS



**ATTENTION!**  
The last date to access content in Sakai is **06/30/2024**. Transfer content you wish to keep before that date! Get help [HERE](#).



**Social Work Conference**  
Assistant Professor of Social Work, Adrianna Calle, jumps to avoid apprehension while role playing for a Social Work simulation. Calle is part of the 2023-2024 New Faculty Orientation (NFO) cohort. NFO is coordinated by Brenda Lanphear, Instructional Technology & Design Specialist, TLPEC Instructional Resources Coordinator, Heather Croft, also assisted as a volunteer in the Social Work simulation. To read more about the great work the Social Work program is doing [click here](#). (Photo courtesy of Tena Cook, Media Relations)

### CHADRON STATE COLLEGE'S THANKSGIVING TRIBUTE TO INDIGENOUS PEOPLES



**Festivities to Include:**  
Performances by Lakota Tech Students  
Singers, Dancers, and Drum Group  
Student Art Exhibit & Hoop Dancing  
Hand Games Demonstrations  
Ledger Art Demonstration by Evans Flammound, Sr.

**STUDENT CENTER NOVEMBER 20 10AM-2PM**

### How Does Chadron State College Define Diversity?

Diversity refers to all the ways in which people differ, including primary characteristics, such as age, race, gender, ethnicity, mental and physical abilities, and sexual orientation; and secondary characteristics such as education, income, religion and spiritual traditions, work experience, language skills, geographic location, and family status. Put simply, diversity refers to all the characteristics that make individuals different from each other, and in its most basic form, refers to heterogeneity.

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