

Centenary College of Louisiana – Faculty Diversity Workshop Strategies for Creating a More Supportive College Classroom

1. *Approach topics of diversity with the historically marginalized student in mind.*
 - Through the college's annual diversity climate assessment, we have learned that many students find it difficult to learn in an environment where they are singled out and asked to speak based off of the visual or non-visual category of diversity in which they represent.
 - One way to decrease this occurrence is to think about the student first instead of the information that they can provide. In other words, phrase questions in a way that considers their feelings first, not just capturing their experiences for the sake of student learning.

2. *Support your students and be available to each of them.*
 - Students need positive support.
 - As faculty members, you have the power to inspire students to perform beyond their own limited means and to reach goals that they might not even know that they could achieve.
 - Approaching your students individually, learning a little bit about their background outside of class, or even making yourself available to them to talk during office hours could make a big difference in their self-belief and motivation toward achieving their academic goals.

3. *Share additional learning opportunities with all students.*
 - Students notice when their peers are approached about additional opportunities outside of the classroom.
 - It is important as faculty members and administrators that we seek to share opportunities with all students and not just narrow down student participation on our own.
 - We never know when intentionally sharing information could serve as a spark to lead a student to do something great in their major or field of study.

4. *Be an advocate of learning for everyone in and around the classroom.*

- Many historically marginalized students and first generation college students do not have the same educational awareness as students who come from more privileged backgrounds.
- Many students admire their faculty members. The academic experiences that students have in the classroom matter.
- Out of class experiences can inspire our students to be successful as well. Academic advising experiences matter to our students, as well as ensuring that they understand their academic responsibilities.

5. *Include the college's diversity statement on your syllabus*

- Centenary College of Louisiana has a diversity statement that can be used to give evidence to course participants that you support and seek to develop an open, inclusive, and accepting learning environment.
- Using the college's Diversity Statement to communicate this goal is both important and essential to begin a new semester.
- For more information visit, centenary.edu/diversity.