

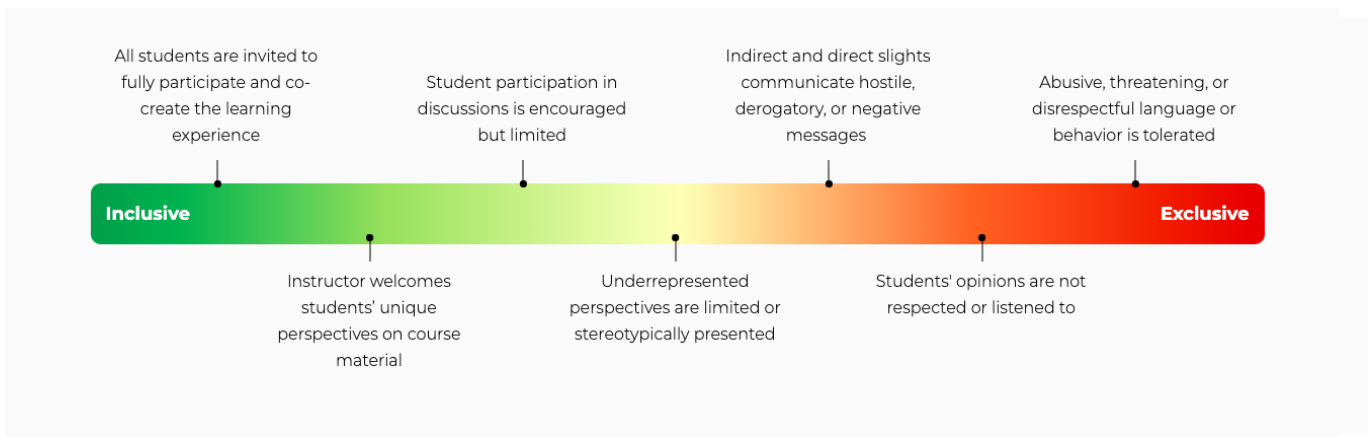
## Tips for Creating an Inclusive Climate

An inclusive climate can improve students' sense of belonging and their motivation to be fully engaged in learning.

Many students feel like they "fit" in their chosen university environments, while some historically underrepresented students report feeling less of a sense of belonging in the absence of students and educators who share an identity that is salient to them. For example, a student who is a woman in a chemistry class may feel a greater sense of belonging observing other women in the classroom than if she is in a classroom predominantly composed of men.

Although instructors cannot change the numerical diversity in any given class, they can make efforts within their curricula to highlight diversity.

An exclusive climate is usually created by factors that inadvertently exclude others, or by making generalizations about certain groups of students. An inclusive climate welcomes and engages students from all backgrounds and encourages everyone to share their different perspectives. It allows students to fully participate in the classroom experience and assures that the course content itself attends to issues of student diversity.



### HERE ARE FIVE WAYS THAT YOU CAN HELP CREATE AN INCLUSIVE CLIMATE:

1. Avoid scheduling exams or project presentations on any religious or cultural holiday.
2. Encourage regular participation from all students.
3. Share resources that may be useful to students with different levels of accessibility or who have different financial resources, and integrating various levels of course assessment to account for different learning styles.
4. Add a statement to your syllabus to share your values with students.
5. Incorporate a variety of different course content into your syllabus.