Equity Mindedness in Online Learning

"Equity mindedness entails recognizing the ways in which systemic inequities disadvantage people who experience marginalization, critically reflecting on one's role and responsibilities in addressing inequities and reframing negative outcomes as an indicator of institutional underperformance."

—Dr. Frank Harris III and Dr. J. Luke Wood, Equity-Minded and Culturally-Affirming Teaching and Learning Practices in Virtual Learning Communities

Barriers

Professional development lacks explicit teachings for designing for diverse students and accessibility

Respect and value must be embedded into course design to mitigate marginalization of diverse students

Online course design often blends content and technology without accounting for diversity and student contexts

Many courses are retrofitted to accommodate diverse learners, but may be designed to fit the dominant norm

Eurocentric and western epistemologies and ontologies can create marginalization for diverse people

Evidence-Based Strategies

- Use asynchronous and synchronous communication methods
  - Point out trending conversations and use personalized emails

- Incorporate Universal Design for Learning (UDL) principles as an educational framework to build an inclusive learning experience and acknowledge diversity of learners

- Employ multiple pathways for engagement, representation, and expression
  - Instead of posting static slides, provide a combination of slides with text, links to videos, audio recordings, and graphics

- Choose assessment strategies that focus on continuous improvement
  - Create several smaller point-value assignments   - Grade on effort
  - Give personal feedback   - Offer alternatives to text-based assignments

- Humanize yourself: create a video/audio introduction to build trust

- Reject socialized deficit-based ideas about student success

- Understand the scholarship of microaggressions, and take responsibility to prevent them for students

For more data and context, read the full report from ABLE Research Consultants

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