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**BerkeleyHaas**

**TEACHING TIP OF THE WEEK**  
Online Teaching Strategies

## Tip of the Week: Promote an Equitable and Inclusive Learning Environment

Employing equitable and inclusive teaching practices in a virtual setting provides students with a vital sense of belonging, comfort, and equity. Research shows that students' perceptions of belonging and equity predicts both [individual performance](#) as well as unleashes [group creativity](#). Here are four actionable strategies you can take to promote an equitable and inclusive virtual learning environment for your students.

### 1. **Explicitly establish a culture that fosters belonging for all students:**

Diversity in perspective, lived experiences, and representations are critical to achieving excellence in the classroom, workplaces, and in life. Establish a set of agreements with your students to help you build a respectful and welcoming environment. Make explicit the shared responsibility to maintain a supportive online learning environment and find regular opportunities to check in with your students.

Learn more about establishing your virtual culture:

[diversity.berkeley.edu/establishing-your-virtual-culture](https://diversity.berkeley.edu/establishing-your-virtual-culture)

### 2. **Invite students to provide pronunciations of their names and gender pronouns:**

Names and pronouns are central to our unique identities and having them addressed correctly is fundamental to how we feel connected and appreciated.

[Name Coach](#) is a tool embedded in all Haas bCourse sites which allows students, faculty, and administrators to record how their name should be pronounced, identify their personal gender pronouns, select an honorific, as well as hear how other's names should be pronounced. Links to the recorded pronunciations can be integrated into your Haas Slack profile, as well as a section in your email signature.

Moreover, [preferred name and gender pronouns can also be added to Zoom](#).

### 3. **Design all course elements for accessibility:**

All students benefit from accessible content, and [accessibility should be at the forefront of an effective course design](#). Making course elements accessible to students may mean being inclusive of various mental and physical capacities, whether situational (broken glasses!) or more permanent. It could also include users who may not have access to reliable internet, software, and devices.

Haas Digital has instructional designers that can help you check the accessibility of your bCourse site or help order closed captions for your videos. [Schedule a 1:1 consultation](#).

#### **4. Maximize self-awareness and strive to learn more:**

Whether you are new to teaching online or are a seasoned online instructor, taking time to reflect on your experiences and assumptions can be a powerful practice to enhance your teaching and learning. Explore these campus resources to learn more about making your online class a more inclusive one:

- [Faculty Resource List Advancing Equity, Inclusion, and Diversity](#)
- [UC Berkeley's Multicultural Education Program](#) maintains a list of tools and resources for diverse and inclusive classroom practices.

**What topics should we cover next?** Fill out [this form](#) to let us know what else you'd like to learn about or to share tips that you think your fellow faculty members could benefit from.

**Want to review previous teaching tips?** Check out [the archive](#).

*The Online Teaching Tip of the Week is a series produced for Haas Faculty by the Associate Dean for Learning Strategies' Online Teaching Tips Team.*