<u>Centering Equity in the Virtual Campus Environment: Quick Tips & Considerations</u>

This resource aims provide quick tips and considerations for faculty, staff, and students to consider when developing virtual learning and community spaces (classrooms, meetings, etc.).

TIP #1: **Center Accessibility and Universal Design**

What is Universal Design?

Strategies from San Diego State University (SDSU):

- Ensure all files, images, videos and other posted content are accessible (i.e., visual content can be clearly translated by a screen-reader and audio content has visual captions)
- Provide approved accommodations for students or employees who present documentation
- Check whether content is mobile-friendly
- Consider variation in peoples' access to computers and stable internet service
- Balance synchronous and asynchronous delivery of content, tools and materials

TIP #2: **Practice Flexibility and Patience as We All Manage the New Reality**

This new reality has impacted the way we all live, work and learn. Whether it's adjusting to different ways of interaction, family commitments, or stress related to the change – we all need to practice patience with ourselves and others.

Strategies adapted from SDSU:
- Be structured **and** have flexible policies and practices:
  - o Faculty- Review your syllabus and consider what changes might be needed to your grading weights, late policies and other course policies in order to accommodate this transition.
  - o Staff- Review your policies and practices and consider what changes might be needed to your rules and expectations.
- Think about flexible ways that people can engage with your course, organization, club, office, etc. For example, offer students the option to reach out during virtual office hours, disseminate information through videos on Blackboard and/or social media, etc.
- Think about flexible ways that people can show you what they have learned, executed, etc.

TIP #3: **Recognize That Our Lived Experiences and Identities Shape How We Engage**

Equity-minded teaching calls for us to understand the nuances of our learners' lived experiences which are oftentimes deeply tied to their social identities (i.e., race, class, gender, citizenship status, first-gen status, etc.).

Strategies adapted from SDSU:

- Address indirect, subtle or unintentional statements, actions or incidents that can make members of marginalized groups feel discriminated and/or stereotyped (microaggressions) in discussion boards, video conferencing, chats and other places where people interact

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- Consider integrating course materials that are relevant to the cultural background of all of our community members, including circumstances they might be currently facing.
- Be aware of variation in peoples' capacity to manage remote learning and engagement (i.e. ability to access a stable internet connection, familiarity with remote learning/ engagement technologies, hearing ability, learning pace, etc.)

TIP #4: Be Prepared, Proactive, and Practical

Just like an in-person environment, you can continue to look out for FRAMily members who are in need of flexibility and/or support.

Strategies adapted from SDSU:

- Notice warning signs that people may be struggling, changes in behavior resulting in decreased results, and reach out proactively.
- Use more formative assessment or feedback loops to facilitate open discussion and transparency
- Know what resources are available. Check out the FSU COVID-19 webpage.
- Prepare your students and team for all-digital learning and engaging. Consider using your first-class session or meeting to get people familiarized with the virtual tools and environment.

TIP #5: Continue to Practice Connection and Caring

Strategies adapted from SDSU:

- Continue to have opportunities for live, synchronous engagement throughout the term
- Talk to your students and colleagues about what is happening and how it's impacting them and you
- Build / maintain community among your students, co-workers, etc. #FRAMily

More resources: We recognize that this is not an exhaustive list, but we hope that members of our community will use these tips to do the best they can. Additional resources from colleges and universities around the country have been compiled here. Additional on campus resources have been compiled here.

Need help or support? We are happy to talk through this more with any member of our community:

- Constanza Cabello, Ed.D., Vice President of Diversity, Inclusion and Community Engagement, ccabello@framingham.edu
- Lina Rincón, Ph.D., Assistant Professor - Sociology Department and Director (Interim), Center for Excellence in Learning, Teaching, Scholarship, and Service (CELTSS), lrincon@framingham.edu

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