FOSTER ID FRAMEWORK

Presentation to Faculty Council
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Background

In Fall 2020, Foster faculty were asked to use a new custom student evaluation form that included items to assess virtual and inclusive teaching experiences. The relevant items added were:

[FORMATIVE ITEMS] assessed on a scale from Excellent (5) to Very Poor (0)

A. The instructor's facilitation of an inclusive teaching environment where all types of students (e.g., gender, race/ethnicity, sexuality, nationality, socio-economic status, belief systems, age, etc.) felt they belonged and were encouraged to engage was:

B. Extent to which instructor's course materials and content reflected a diversity of identities and/or acknowledged issues of equity when relevant to the course topic was:

[OPEN ENDED ITEMS]

C. Please provide specific feedback about the degree to which this instructor utilized teaching strategies that encourage the educational advancement of students from all backgrounds and life experiences.

Inclusive Teaching Evaluations

	FALL 2020		Winter 2021		Spring 2021	
	UG	Grad	UG	Grad	UG	Grad
A. The instructor's facilitation of an inclusive teaching environment where all types of students (e.g., gender, race/ethnicity, sexuality, nationality, socio-economic status, belief systems, age, etc.) felt they belonged and were encouraged to engage was:	Median: 4.73 (.35) Range: 3.31-5 Correl with Adj1-4: .75	Median: 4.75 (.34) Range: 3.05-5 Correl with Adj1-4: .71	Median: 4.7 (.3) Range: 3.1-5 Correl with Adj1-4: .7	Median: 4.8 (.4) Range: 3.1-5 Correl with Adj1-4: .6	Median: 4.7 (.5) Range: 3.0-5 Correl with Adj1-4: .7	Median: 4.8(.3) Range: 3.2-5 Correl with Adj1-4: .6
B. Extent to which instructor's course materials and content reflected a diversity of identities and/or acknowledged issues of equity when relevant to the course topic was:	Median: 4.65 (.41) Range: 2.83-5 Correl with Adj1-4: .72	Median: 4.72 (.43) Range: 2.69-5 Correl with Adj1-4: .71	Median: 4.7 (.4) Range: 3.1-5 Correl with Adj1-4: .8	Median: 4.7 (.4) Range: 3.2-5 Correl with Adj1-4: .6	Median: 4.7 (.5) Range: 3.0-5 Correl with Adj1-4: .8	Median: 4.7(.4) Range: 3.2-5 Correl with Adj1-4: .6
# courses that included these items:	216/270 (80%)		227/298 (76%)		250/294 (85%)	

From Fall 2020 open ended responses

Students felt included when

Faculty employed equitable systems for class participation

A diversity of examples and cases

Different avenues to learn materials

Faculty made efforts to learn and pronounce names

Class participation seemed unplanned and/or biased

Faculty *required* cameras on with no acknowledgment for differences

Faculty did not provide a diversity of examples

Students felt excluded when

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Next Steps for Course Evaluations

Reword Item C to be more clear? Suggestion: "Please describe any teaching strategies that your instructor used (or should consider using) to create an inclusive learning environment for students from all backgrounds and life experiences."

Continue to work with Program Directors and Departmental Admins to ensure that the inclusive teaching items are inserted into all of the forms that faculty want to use.

Share results and/or data with faculty

Increase support for faculty to increase inclusive teaching practices.

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Resources

New DEI Instructional Consultant

- Will offer 1:1 meetings with faculty to discuss how to integrate DEI content into courses.
- Will create a learning pathway for faculty to develop DEI expertise and confidence.
- Will offer weekly drop in office hours for faculty.

New Inclusion and Community Managers

- Will offer quarterly Inclusive Teaching workshops

Associate Dean for Inclusion and Diversity (Christina)

- Can also meet 1:1 with faculty.
- Also will have drop in office hours.

Asynchronous or Regular Resources

- ❑ **DEI Glossary** and **DEI CoP Community Resources**
- ❑ Inclusive Teaching Best Practices
- ❑ Inclusive Teaching Checklist
- ❑ ISDI Monthly trainings (contact Mara Stevens)

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THANK YOU

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