FACT2 Task Group Charge

2021 - 2022 FACT2 Task Group Proposal

Task Group Name

Inclusive Teaching

Introduction

The practice of embracing student diversity and designing courses to create inclusive learning environments that reach all students is not a new concept. Nonetheless, troubling events from the deaths of Mr. George Floyd, Mr. Ahmaud Arbery, and Ms. Breonna Taylor, among others, brought back the need for higher education to consider its role in racial justice and equity. There is no shortage of proposed solutions that involve recruitment of students and faculty from underrepresented backgrounds, first-year programs, expansion of developmental coursework, and focus on diversity in student services and campus life to minimize the disparities. In addition to those solutions, inclusive initiatives need to emphasize inclusive pedagogy at the course and campus level, and to build a curriculum that helps students develop an understanding of diversity, equity, inclusion, antiracism, and social justice.

The incorporation of diversity, equity, and inclusion (DEI) in the curriculum and pedagogical approaches has received considerable attention in higher education as a way to help break down systemic barriers. We must regularly ask ourselves: What biases am I carrying as an instructor, and how do I counteract their effects? How does my teaching approach affect learning outcomes? What can faculty do in the classroom to support an inclusive learning environment and minimize systemic barriers? How can curricula close racial equity gaps and increase racial literacy? How can faculty systematically thread cultural and diversity awareness through the curriculum?

The State University of New York (SUNY) has long been a standard-bearer in promoting diversity, equity, and inclusion. The [SUNY Diversity, Equity, and Inclusion (DEI) Action Plan](#), published February 2021, presents a 25-point action plan of recommendations designed to "create a more inclusive, representative SUNY, and to achieve equity in student success outcomes" (p. 15). Part C of the action plan focuses on recommendations to embed racial equity into the curriculum. Specifically, discussion by the working group focused on "how curricula can decrease racial equity gaps and increase racial literacy" (p. 25).

Recommendation C3 calls for a two-part approach to help SUNY faculty embed racial equity into curriculum: 1) Share approaches to curriculum that center on anti-racism across campuses; and 2) Develop and distribute a framework for the development, implementation, and assessment of policies and practices related to curriculum across SUNY. In alignment with the SUNY Faculty Advisory Council on Teaching and Technology (FACT2) mission to provide a forum to address forward-thinking teaching and learning issues, and in recognition of the current events and SUNY's reaffirmation of education for all, the Inclusive Teaching Task Group aims to

contribute to recommendations for C3.1 and C3.2 of SUNY's DEI Action Plan. The Task Group will research, document, and distribute best practices and a framework to help SUNY campuses and their faculty to adopt anti-racist curriculum.

Stakeholders

- SUNY Provost
- SUNY Faculty
- SUNY Students
- SUNY Librarians
- SUNY Instructional Designers
- SUNY Office for Diversity, Equity and Inclusion
- SUNY COIL Center and Office of Global Affairs
- SUNY Center for Professional Development
- Faculty Council of Community Colleges
- University Faculty Senate
- Campus Chief Academic Officers
- Campus Chief Diversity Officers
- Campus Professional Development Centers

Goals

- Foster collaboration across SUNY campuses to grow the practice of inclusive teaching.
- Identify pedagogical and instructional design strategies to create inclusive learning environments in different instruction modalities (e.g., face-to-face, blended, online).
- Review current research on inclusive teaching in different teaching modalities and disciplines.
- Identify elements/features/functionality of online tools that promote/enable inclusive teaching and that represent barriers to inclusive teaching.
- Identify relevant digital courseware/content/materials, including OERs, that could be brought to bear to support.
- Identify implementation strategies at campus- and course levels.
- Provide strategies and recommendations for policies, procedures, and practices regarding the adoption of effective inclusive teaching practices.
- Examine available rubrics/scorecards for equity and inclusion in the classroom, and provide recommendations that could serve as a framework for a SUNY Inclusive Teaching Rubric.

Expected Outcomes/Deliverables

This task group will:

2021 - 2022

- Document and disseminate information on current, well-researched pedagogies for inclusive teaching in different instructional modalities (e.g., face-to-face, blended, online) from SUNY and beyond.
- Develop a bibliography on inclusive teaching.
- Develop a glossary of common DEI-related terms.
- Create a way to collect best practices and examples (e.g., written, visual, experiential, social media, etc.) in a repository that everyone in SUNY and beyond can contribute to.
- Build awareness and communicate the results of this Task Group:
  - Develop a list of topics/themes and share with SUNY CPD for possible professional development sessions.
  - Plan and lead a FACT2 Webinar series on Inclusive Teaching.
  - National DEI Training Week - March 22-24, 2022
  - Present task group's findings at SUNY CIT.
  - Present task group's findings as part of the regular meetings for SUNY CAOs and CDOs.

2022-2023

- ==Develop a set of criteria for us in selecting online and in classroom tools for teaching and learning to promote/support inclusive teaching.==
- ==Develop a directory of digital content/courserware/materials supporting inclusive teaching.==
- Document examples of successful policies and practices related to the development and implementation of curriculum that incorporates DEI-principles.
- Summarize available rubrics/scorecards for equity and inclusion in the classroom, such as the Equity Scorecard by the USC Center for Urban Education, which could be used as tools for the future development of a rubric for SUNY campuses.
- Review the SUNY OSCQR from an inclusive teaching lens and make recommendations, as needed.
- Build awareness and communicate the results of this Task Group:
  - Develop a list of topics/themes for the SUNY CPD can use for possible professional development sessions.
  - Plan and lead a FACT2 Symposium/Webinar on Inclusive Teaching.
  - Present task group's findings at SUNY CIT.
  - Present task group's findings as part of the regular meetings for SUNY CAOs and CDOs.

Task Group Members

Member Name & Campus Role	Institution	Email
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Benefit or value to the SUNY System and SUNY Campuses

As SUNY continues to provide access to education for all individuals, it is crucial that curriculum design consider the multiplicity of perspectives of those seeking higher education. The University Faculty Senate (UFS) and Faculty Council of Community Colleges (FCCC) are actively reviewing the SUNY general education requirements with a conscious effort to include DEI coursework and/or learning outcomes in any proposed revision. Campuses will need access to materials, research, and professional development to enhance already adopted inclusive teaching practices or to launch inclusive teaching where it may not have been occurring. The

deliverables from this task group will serve as resources and practical solutions for faculty and campuses to meet SUNY general education requirements and the SUNY DEI strategic mission to become leaders and champions of equitable, diverse, and inclusive education.

Tasks, Deliverables, and Timeline

Task (action)	Deliverable (outcome)	Due By	Responsibility
Form Task Group	• Task Group Name, Leader, Team Members, and Goals identified	July 2021	FACT2 Chair
Set up Collaboration Space for Task Group	• SUNY Workplace space created		FACT2 Secretary
Finalize Task Group Charge	• Draft of Task Group Charge Template submitted to Council • Charge finalized and posted in SUNY Workplace	August 2021	Task Group Co-Chairs, FACT2 Chair, & Provost Liaison
Engage FACT2 Reps	• Outreach to FACT2 reps occurs	September 2021	Task Group Co-Chairs
Initial Task Group Meeting	• Task Group Meetings scheduled for the year	Mid-/End of Nov. 2021	Task Group Co-Chairs
Engage FACT2 Reps	• Outreach to FACT2 reps occurs • Task Group Meetings conducted • Status updates provided in SUNY Workplace	Fall FACT2 Rep Meeting	Task Group Co-Chairs
Submit Status Update	• Status Update provided to Council and posted in SUNY Workplace	Dec. 2021	Task Group Co-Chairs, FACT2 Chair
Submit CIT Abstract	• A determination made on what CIT session will be and who will present it	December 2021	Task Group Co-Chairs

	• Abstract for CIT submitted		
Engage FACT2 Reps	• Outreach to FACT2 reps occurs • Task Group Meetings conducted • Status updates provided in SUNY Workplace	Spring FACT2 Rep Meeting	Task Group Co-Chairs
Submit Status Update	• Interim Report submitted to Council • Interim report posted in SUNY Workplace	Spring 2022	Task Group Co-Chairs, FACT2 Chair
FACT2 Symposium	• Fall 2022 event		Task Group Co-Chairs
Meeting with Provost	• Update to Provost provided • Feedback received from Provost	Beginning Fall 2022	Task Group Leaders, FACT2 Chair
Engage FACT2 Reps	• Report from meeting provided to FACT2 Reps • Final outreach to FACT2 Reps occurs • Task Group Meeting Conducted	Fall 2022 FACT2 Rep Meetings	Task Group Co-Chairs
Deliver Final Report at CIT Session	• Final report/paper developed • CIT Session Designed • Presenters Identified • Materials developed • Report/paper delivered	CIT Conference (May 2022)	Task Group Co-Chairs

Communication Plan and Engagement of Stakeholders

- Provide access to findings, bibliography, and other deliverables through the FACT2 website, the SUNY Workplace site, and other digital dissemination channels.
- Report out the activities of this Task Group in one or more sessions at the annual SUNY CIT conference, to the FACT2 members and campus representatives, University Faculty Senate, and Faculty Council of Community Colleges.
- Recommend next steps.