

Diversity and inclusion in teaching and learning (Report, July 2022)

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The working group started in fall 2021 with the goals to promote awareness in the teaching cadre regarding diversity and inclusion, and to provide concrete ideas for action in different class formats to live diversity in teaching. It got the chance to discuss with representatives of several ETH units: LET, Educational Developers, ETH Diversity, AVETH and VSETH.

There is much appreciation for this effort and initiative. Moreover, the discussions show that there are already various activities @ETH with different emphases and different cultures at different levels.

However, it seems that there are no specific guidelines for the lecturers to take up for more inclusive teaching in the classroom and no systematic and continuous data collections and evaluations regarding diversity of students and lecturers apart from gender (e.g., migration background, disability, or socio-economic background are missing).

The working group suggests to improve diversity @ETH in general. One needs more data and to improve inclusion in teaching one needs more specific guidelines. The working group suggests on the one hand a "Data for diversity" initiative that should foster a wide collection of data, e.g., to analyse existing data to identify problem areas and to evaluate the efficacy of specific remedies. On the other hand, a "Inclusive teaching" campaign is suggested to create more inclusive teaching environments.

The main outcomes of this project are compiled in two documents that are published on the KdL website and that intend to stimulate further discussions and development.

Abstract: ABC-Model for Inclusion in Teaching ([link](#))

Two pages with concrete ideas and examples what lecturers should keep in mind, what they can or even should do for a more inclusive teaching environment.

There are three categories:

A as in Accessibility - Make yourself and lecture contents accessible to all your students.

- Design your **course materials** in an **accessible** way.
- Make yourself **available** and demonstrate open-mindedness.

B as in Belonging - Create a sense of belonging for all students.

- Gather **information**, get **all voices** heard, be **transparent**.
- Aim to use **inclusive language**, and to diversify your **teaching material**.
- **Avoid bias** in assessment.

C as in Consideration - Be aware of your own behaviour, positionality, and prejudices.

- Create a **fair and open** learning environment, solicit feedback.
- **Address diversity and inclusion** in your class.

Abstract: Data for Diversity of Lecturers and Students ([link](#))

A collection of questions and related data sources to understand current diversity at ETH Zürich (among lecturers and students) and potential ideas to expand our knowledge about and hence action for more diversity in the lecture halls.

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