



UW-Madison Collaborative for Advancing Teaching and Learning

From Implicit Bias to Inclusive Teaching: Having the Real Conversation

"I have come to realize that what actually was more valuable to me was having a space to talk about those things and thus the notion of realizing the ways in which our university perpetuates inequity and that it does take explicit conversation on the part of faculty and students to change that."

Faculty participant, MTLE Inclusive Teaching module

The University of Wisconsin-Madison strives to be a diverse, equitable and inclusive campus. Yet disparities exist, and our work as a campus is far from complete. The newly formed Collaborative for Advancing Teaching & Learning under the Provost's Office is providing a series of professional development workshops for faculty and instructional staff that is designed to raise awareness of issues impacting minoritized students and provide faculty and staff with knowledge and skills to teach more inclusively. The workshops are being conducted cooperatively with the Multicultural Student Center (MSC), and the Center for Leadership & Involvement (CfLI).

Participants in these workshops will:

- *increase awareness of systemic inequities and discuss how they impact student learning;*
- *reflect on individual and student identity and the impact identity has on the learning environment;*
- *learn about and engage inclusive teaching practices; and*
- *explore leadership principles and discuss how to be an advocate and agent for institutional change.*

This programming aligns directly with the goals of the campus' Education Innovation initiative¹, the campus' Strategic Diversity Framework² as well as the emerging core concept of "Purposeful Action" articulated in the Wisconsin Experience.³

We⁴ are excited to offer this programming to College of Agricultural & Life Sciences faculty and instructional staff, and to work with the college to advance and sustain this discussion.

¹**Education Innovation.** Goal 1: Pivot the student experience toward pervasive, active learning; Sub-point 3: Align EI-sponsored initiatives with UW-Madison's goals for diversity and inclusion, to improve learning outcomes and academic achievement for all students. <http://edinnovation.wisc.edu/category/faq/#post-1216>

² **Diversity Framework 2014.** Recommendation 1.5: Promote the use of teaching strategies and content where difference contributes to learning, and build a classroom climate that supports difference and risk-taking. Provide opportunities to learn new teaching methods, create new curriculum, adapt courses, assess effectiveness, and share with others. Provide incentives to faculty, academic staff and Teaching Assistants to build inclusive approaches and incorporate content that broadens student ability to live and work in an increasingly diverse world. Pg. 27 in http://diversityframework.wisc.edu/documents/FrameworkforDiversityMay192014_2.pdf

³ **Wisconsin Experience (Draft).** Core Concept - "Purposeful Action: Lead for Positive Change". https://uwmadison.co1.qualtrics.com/jfe/form/SV_1ZU0s6yrisMyrYh

⁴ The workshops are currently being facilitated by Don Gillian-Daniel and Megan Schmid (the Collaborative), Mark Kueppers (CfLI), and Gabe Javier (MSC)