Equality and Diversity in HE: the Higher Education Academy

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Broader HEA work on inclusivity
Transforming individual courses, departments, faculties and whole institutions in the following areas:

- Assessment
- Embedding employability
- Student access, retention and attainment
- Student engagement through partnership
- Internationalisation
- Flexible learning

HEA Student Success Framework Series
HEA Student Success Framework Series
Equality and diversity in learning and teaching: HEA approach
Embedding Equality and Diversity in the Curriculum

Working with the sector towards:

1. All students feeling included in their learning journeys;
2. All students having an equal and fair chance to succeed in their learning journeys;
3. All students being socially aware and able relate well with those outwith their in-groups.
Embedding equality and diversity in the curriculum: HEA approach

Embedding equality and diversity in the curriculum: HEA approach

- Ensure your curriculum is accessible.
- Interrogate your disciplinary norms.
- Teach to nurture student belonging & engagement.
- Interact with diversity through learning and teaching.
- Encourage and practice self-reflection.
Embedding equality and diversity in the curriculum: HEA approach

Ensure your curriculum is accessible.
Interrogate your disciplinary norms.
Teach to nurture student belonging and engagement.
Interact with diversity through learning and teaching.
Encourage and practice self-reflection.

Can all students access the teaching? Consider:
- Materials
- Content
- Assessment
- Delivery
- Environment

Are we anticipatory or reactive?
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Interact with diversity through learning and teaching.

Teach to nurture student belonging and engagement.

Encourage and practice self-reflection.

> What are our pedagogic disciplinary norms?

> How can we vary our teaching and assessment practices to encourage the active participation of all our students?

> Do we start from where our students are and challenge the assumptions around:

  • Disciplinary language
  • Prior personal, academic and cultural experiences
  • Level of disciplinary knowledge
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Encourage and practice self-reflection.

To what extent do we create safe and collaborative learning spaces conducive to student learning?

Do we work with students as co-creators and co-producers of the learning experience, empowering them to take responsibility for their own, and each other’s, learning?
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How do we integrate themes of equality, diversity and cultural relativity into our teaching? Consider:
- Materials (images and examples)
- Content (source material)

Do we facilitate group interaction through our teaching?

Do we provide opportunities for students to share their diverse experiences, voices and learning, and relating these to the curriculum content?
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> We all come with our own backgrounds, experiences, unconscious – and conscious – biases and assumptions.

> How do we reflect on and challenge these?

> How do we encourage our students to reflect on their own identities and backgrounds to understand how these relate to their approach to the disciplines (and wider worlds).
Inclusive learning and teaching in higher education: a synthesis of research
Professor Christine Hockings, April 2010

Core definition
Inclusive learning and teaching in higher education refers to the ways in which pedagogy, curricula and assessment are designed and delivered to engage students in learning that is meaningful, relevant and accessible to all. It embraces a view of the individual and individual difference as the source of diversity that can enrich the lives and learning of others.

Building inclusivity: engagement, community and belonging in the classroom
Equality and diversity in learning and teaching: HEA support
HEA E&D: Supporting institutions
Scottish strategic enhancement programme on embedding equality and diversity in the curriculum

> Abertay University

> Edinburgh Napier University

> Robert Gordon University

> Royal Conservatoire of Scotland

> University of the Highlands and Islands

> University of Stirling

HEA E&D: Supporting institutions: EEDC SEP
HEA E&D: Supporting individuals
HEA E&D: Supporting programmes
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<td>Equality and diversity in learning and teaching in HE - compendium of papers (HEA-ECU)</td>
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<td>Building inclusivity videos</td>
<td>Development guides</td>
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<td>HEA-ECU Competence Standards in the Disciplines recordings</td>
<td>Programme-level practice guide (forthcoming)</td>
<td>Project learning (e.g. E&amp;D change programme reports)</td>
<td>Equality and diversity in learning and teaching in Scottish universities - trends, perspectives and opportunities</td>
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**HEA E&D: Examples of further resources**
Future work
Thank you for listening. Any questions?