

Contact Kate Aguilar @ [kaguilar@gustavus.edu](mailto:kaguilar@gustavus.edu) with any questions!

## Application for the 2023-2024 DEPARTMENTAL COHORT FOCUSED ON BUILDING INCLUSIVE PEDAGOGIES

Inclusive pedagogy refers to the ways that courses, classroom activities, curricula, and assessments consider issues of diversity in an effort to engage all students in learning that is meaningful, relevant, and accessible. We are all diverse individuals. [Check out this image to learn more.](#)

### What is the project?

The CURRICULUM REVISION (CD) team, as a part of the [HHMI Inclusive Excellence Project](#), welcomes four departments (or programs) to serve as our first cohort over the 2023-2024 school year. You will learn about, strategize around, implement, and assess how inclusive teaching is happening. **Your application is due by March 31.**

### What is the timeline for participation?

- a. Application (Due March 31)
- b. Attending two summer workshops (Early and Late Summer 2023)
- c. Creating a strategic plan (Summer 2023)
- d. Implementing inclusive teaching goals (Fall 2023/Spring 2024)
- e. Assessing those goals (Spring 2024)
- f. Closing workshop (Summer 2024)

### What kind of support will the department receive?

- We will structure the summer workshops to best address your areas of concern, choosing a cohort with aligned needs and on a similar place in the learning continuum (just beginning to learn about inclusive teaching versus regularly implementing it in the classroom).
- The goal of the first summer workshop is to bring experts in the field (outside of and within Gustavus) to help us create a common language.

- The second summer workshop (late summer) will be a working meeting where we will strategize how to put what we have learned into practice.
- We will then provide support by bringing together department leads at least twice during the semester to report back on what is happening so we can help troubleshoot questions/concerns.
- We will also assist you in creating and administering assessments to ensure the department gains meaningful feedback on the work.
- We will ask your department or department lead to return for the early Summer 2024 workshop to report on your experience and help the new cohort begin to think through their process.

### **What do you receive for your time?**

In addition to learning more about how to put inclusive pedagogies into practice - because we know great work is already happening all over campus - you will receive a \$2,000 stipend for your department budget and the department lead faculty member who helps facilitate the work between our team and yours will receive an award to enhance their scholarship (equivalent to an RSC grant).

### **What if our department is interested but cannot commit at this time?**

- a. You could consider joining with your interdisciplinary program or discipline within a department.
- b. You could also let us know that you are interested in participating in the next cohort (2024-2025).
- c. Finally, you could sign up as an individual to engage in a revision process for a particular course. That application is also coming out in March.

**Please answer these questions on this form and send a copy back to Kate Aguilar @ [kaguilar@gustavus.edu](mailto:kaguilar@gustavus.edu) by March 31. We appreciate your time!**

**[NAME OF DEPARTMENT OR PROGRAM HERE]**

1. How does your department or program define inclusive education currently?

**[ANSWER HERE]**

2. What draws you to this work?

[ANSWER HERE]

3. What planning has happened (and perhaps been put into action) with regards to inclusive pedagogies?

[ANSWER HERE]

4. What training, workshops, and/or resources have you already accessed at the departmental level?

[ANSWER HERE]

5. What is/are the major area(s) you wish to address?

**Example areas:**

Transparency (i.e. Use of data)

Structural (i.e. Creating accessible learning spaces; revising course content)

Classroom dynamics (i.e. Managing difficult conversations)

[ANSWER HERE]

6. For those major areas, what are some perceived challenges?

[ANSWER HERE]

7. What resources do you anticipate needing?

[ANSWER HERE]

8. Who does the department or program see as potential partners in this work (within or outside of the college)?

[ANSWER HERE]

9. What is your anticipated timeline for completing this project (would you like to delay starting a year)?

[ANSWER HERE]

10. What information would you like us to help you gather in order to better do this work (campus surveys, for example)?

[ANSWER HERE]

11. How do you anticipate this work fitting into your department's or program's larger strategic goals?

[ANSWER HERE]

12. Are there any other areas that your department or program might be interested in learning more about in regards to inclusive teaching that might help inform your work?

[ANSWER HERE]

13. Who will be your departmental lead and which faculty will be involved on behalf of your department?

[ANSWER HERE]