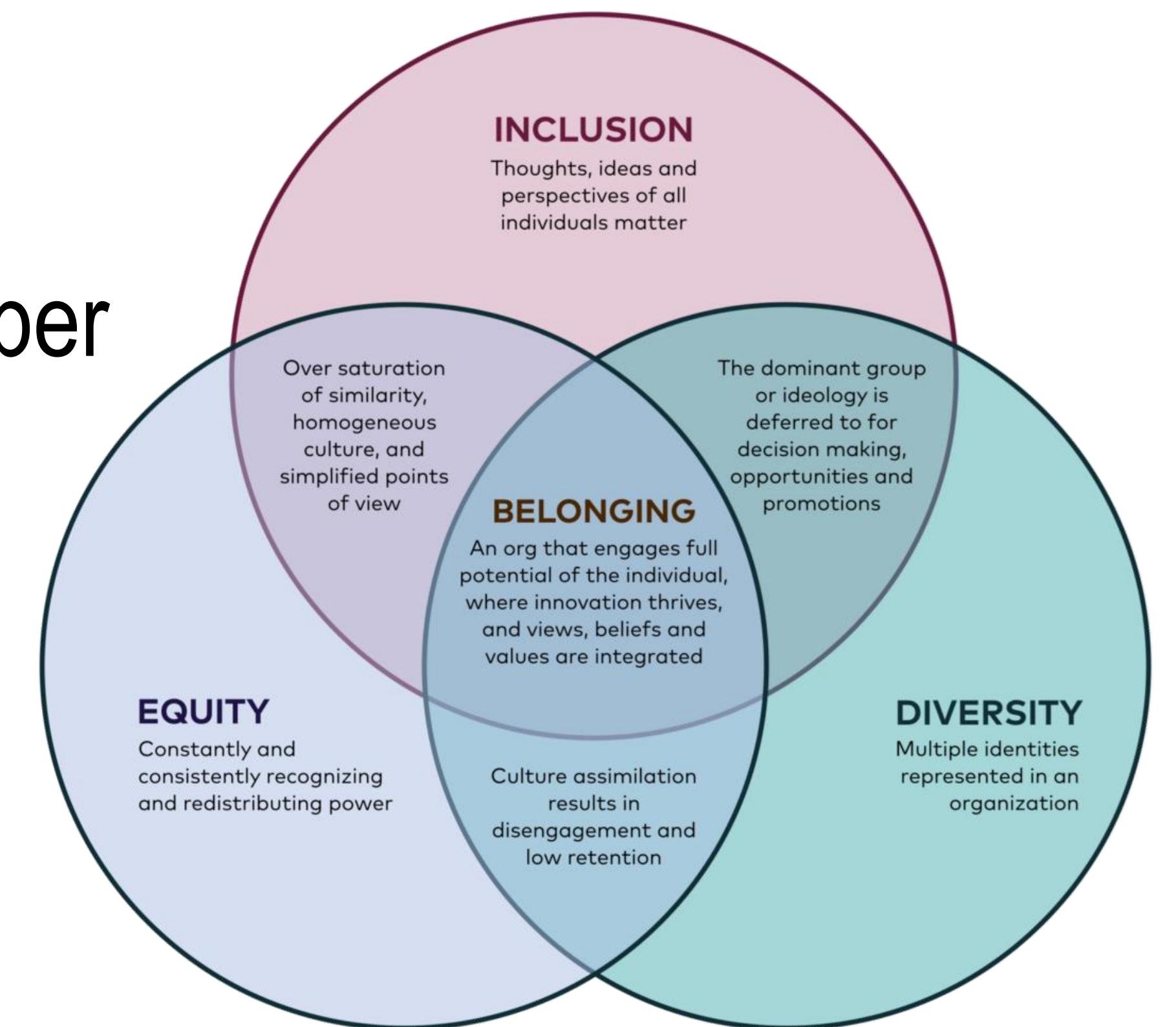


# FOSTERING DIVERSITY, INCLUSIVENESS AND EQUITY IN YOUR EDUCATION

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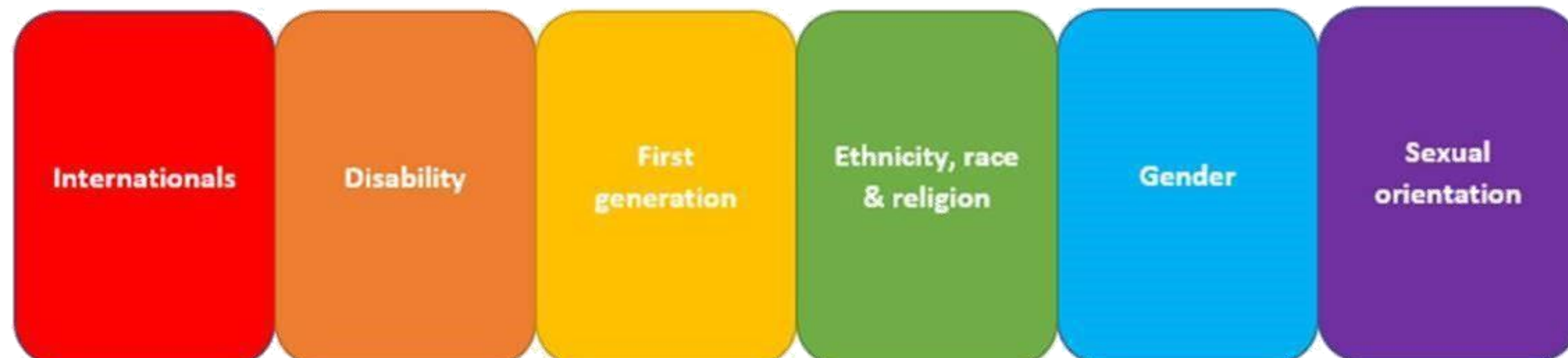
## TERMINOLOGY

- Diversity = Group variation
- Inclusiveness = Being able to participate as a group member
- Equity = Fair treatment and access to information



TURNER CONSULTING GROUP

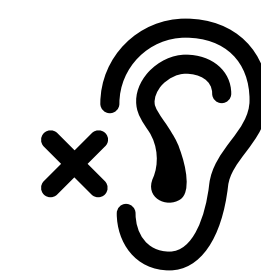
## DIVERSITY AND INCLUSION DIMENSIONS



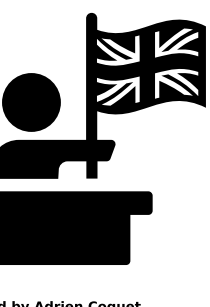
UTQ DAY – DEALING WITH DIVERSITY, MAR 2021

## TIPS FOR (MICRO)LECTURES AND EDUCATIONAL MATERIALS

- Accessible content (inclusive by design)
  - Subtitle lectures and videos
  - Flipped classroom (students own pace)
  - Colourblind friendly colour scheme

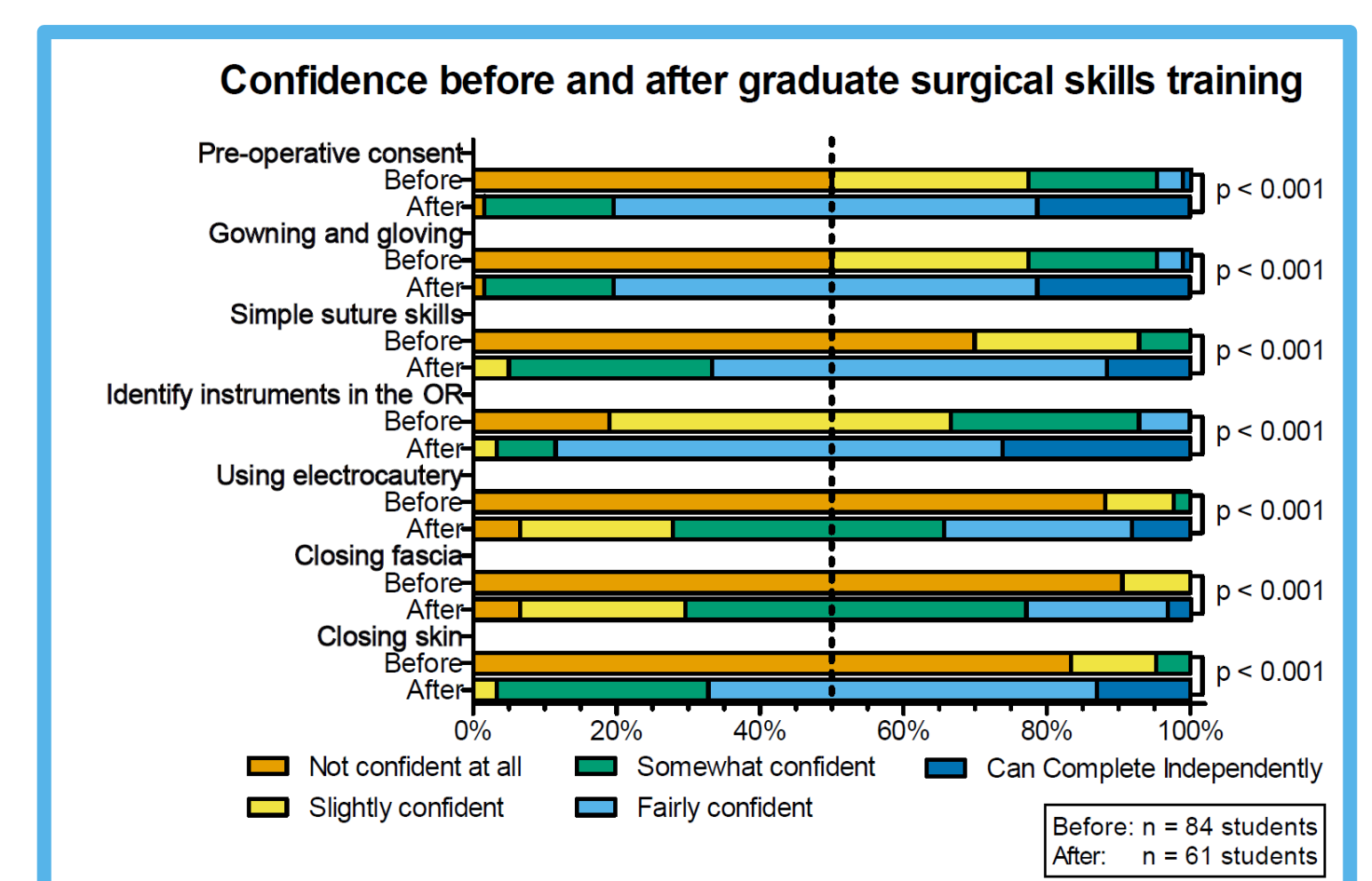


- Accessible lecture rooms
- English language is inclusive
- High contrast text to background



Original	Simulation			Hue	for Photoshop, Illustrator, Freehand, etc.		
	Protan	Deutan	Tritan		C, M, Y, K (%)	R, G, B (0-255)	R, G, B (%)
1	Black	Black	Black	0°	(0,0,0,100)	(0,0,0)	(0,0,0)
2	Orange	Orange	Orange	41°	(0,50,100,0)	(230,159,0)	(90,60,0)
3	Sky Blue	Sky Blue	Sky Blue	202°	(80,0,0,0)	(86,180,233)	(35,70,90)
4	bluish Green	bluish Green	bluish Green	164°	(97,0,75,0)	(0,158,115)	(0,60,50)
5	Yellow	Yellow	Yellow	56°	(10,5,90,0)	(240,228,66)	(95,90,25)
6	Blue	Blue	Blue	202°	(100,50,0,0)	(0,114,178)	(0,45,70)
7	Vermillion	Vermillion	Vermillion	27°	(0,80,100,0)	(213,94,0)	(80,40,0)
8	reddish Purple	reddish Purple	reddish Purple	326°	(10,70,0,0)	(204,121,167)	(80,60,70)

Application

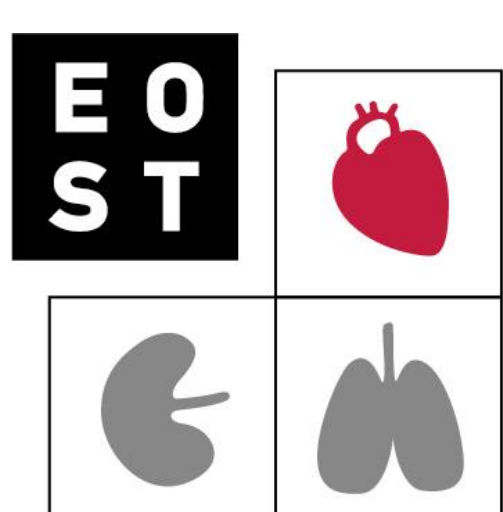
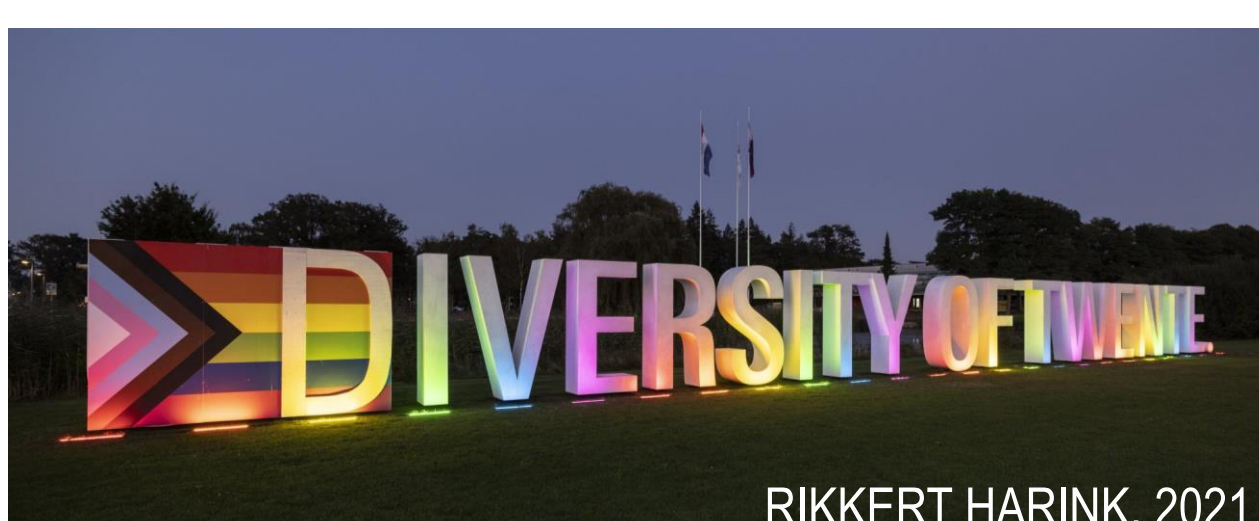


- Inclusiveness for one group might exclude others
- Use of inclusive language
  - Have examples/projects with diversity and inclusion dimensions
  - Gender inclusive, i.e. "The chair expressed her/his dissent."
  - Active role modeling of minority groups
- Instruct students to do the same!
  - Halfwerk, F.R., Kalpathy Venkiteswaran, V., & Keemink, A.Q.L. (2021). ET-BE Rules and Guidelines for Writing a Thesis. University of Twente, <https://doi.org/10.3990/1.9789036551557>

## WHAT WORKS FOR EDUCATION... ALSO WORKS FOR RESEARCH!

## REFERENCES AND ADDITIONAL READING

- Color Universal Design (CUD) - How to make figures and presentations that are friendly to Colorblind people (2002), <https://jfly.uni-koeln.de/color/>
- Intersectionality in practice - Knowledgehub intersectionality and gender diversity (2019)
- Diversity | Equity | Inclusion (DE&I) Action Plan 2022 – 2024 University of Twente
- Deunk et al. Beyond diversity: A broad view of inclusive higher education (2020)
- UT English Style guide | Gender-Neutral Language



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