

# Faculty Brown Bag: Teaching, Students and Classroom Issues

*Ideas for Creating an Inclusive and Supportive  
Learning Environment*

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Fall 2017



# OUR STUDENT COMMUNITY

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## UCD UNDERGRADUATE STUDENTS

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<b>International</b>	12%
<b>US Citizens and Immigrants</b>	88%
Black / African American	4%
Native American / American Indian	<1%
Asian / Asian American	35%
Chicano / Latino / Hispanic	21%
White / Caucasian	26%
Other / Unknown / Unspecified	2%

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Source: UC Davis Undergraduate Admissions, Fall 2016.



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## UCD UNDERGRADUATE STUDENTS

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Average Age	21
Over age 25	6%
First-Generation	42%
Female	58%
Male	42%
Other Gender	<1%
Receiving some form of financial aid (2015-2016)	72%
CA Resident Tuition, R&B, Fees	\$35,731

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Sources: UC Davis Office of the Provost and UC Info Center, Fall 2016.

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## UCD GRADUATE & PROFESSIONAL STUDENTS

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**International** 28%

**US Citizens and Immigrants** 72%

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Black / African American 3%

Native American / American Indian 1%

Asian / Asian American 13%

Chicano / Latino / Hispanic 8%

White / Caucasian 43%

Other / Unknown / Unspecified 2%

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Female 52%

Male 48%

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Source: UC Davis Graduate Studies, 2016-2017.



## UCD INTERNATIONAL STUDENTS

	Fall 2016	Fall 2013
New Undergraduate		
1 <sup>st</sup> year (degree-seeking)	734	484
Transfer	602	255
Exchange (non-degree)	193	80
New Graduate (degree-seeking)	333	303
New Professional	119	33
Total New International Students	2239	1155
Total UCD International Students	6266	2723

Source: UC Davis Services for International Students & Scholars.



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## UCD NEW INTERNATIONAL UNDERGRADUATE STUDENTS

### Top 5 Majors

1. Economics
2. Undeclared-Social Sciences
3. Mathematics
4. Psychology
5. Biological Sciences

Sources: UC Davis Services for International Students & Scholars and UC Info Center.

### Top 10 Countries of Origin

1. China
2. India
3. South Korea
4. Hong Kong
5. Indonesia
6. Taiwan
7. Malaysia
8. Japan
9. Canada
10. Vietnam





# UC Davis Student Diversity

- **Various religious and spiritual backgrounds**
- **Receiving long-term and short-term services for disability**
- **Neurodiversity**
- **Identify as gay, lesbian, bisexual, transgender, queer, intersex, asexual**
- **Speak English as a second language**
- **International scholars representing more than 100 countries**
- **Undocumented**
- **Across four generations**



# Principles of Community

“We affirm the dignity inherent in all of us, and we strive to maintain a climate of equity and justice demonstrated by respect for one another.”

“We confront and reject all manifestations of discrimination, including those based on race, ethnicity, gender, gender expression, age, visible and non-visible disability, nationality, sexual orientation, citizenship status, veteran status, religious/non-religious, spiritual, or political beliefs, socio economic class, status within or outside the university, or any other differences among people which have been excuses for misunderstanding, dissension or hatred.”

“We recognize that each of us has an obligation to the UC Davis community of which we have chosen to be a part.”



# Consider...

How can you can integrate the tenets of the Principles of Community in the following areas?

- Setting the tone
- Establishing classroom norms/expectations
- Working with diverse students
- Communication and interactions
- Building community



# Case

- A student informs you that an examination is scheduled on a day of religious observance. They request for consideration to take the examination on a different day.



# Directive 97-124

“UC Davis seeks to accommodate any student who, in observance of religious creed, encounters an unavoidable conflict with a test or examination schedule...” (Academic Senate resolution, 1997-98)

# PPM 210-50: Religious Accommodation

In compliance with the CA Ed. Code 92640 (Accommodation of Religious Creed)

- The University accommodates requests for alternate examination dates, without penalty, at a time when the activity would not violate a student's religious creed.
- Instructors must accommodate students' requests for alternate examination dates for religious creed when accommodation does not impose an undue hardship that cannot reasonably be avoided.



# Multicultural Calendar and Recommended Accommodations

[www.ucdavis.edu/calendar/diversity-inclusion/multicultural-calendar](http://www.ucdavis.edu/calendar/diversity-inclusion/multicultural-calendar)

## Multicultural Calendar

[Home](#) > [Campus Life](#) > [Calendar](#) > [Diversity and Inclusion](#) > [Multicultural Calendar](#)

April 2017						
S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

Search

This calendar is provided by the [Office of Campus Community Relations \(OCCR\)](#) as an educational resource for the myriad of religious holy days and cultural holidays celebrated at UC Davis. Not only does this calendar offer information about dates and practices, we also hope that the recommended

**Diversity and Inclusion**

- > [Campus Community Book Project](#)
- > [Diversity Education](#)
- > [Multicultural Calendar](#)

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**Detailed List** Simple List Month

◀ ▶

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**Saturday, April 29, 2017**


 **Ninth Day of Ridvan (Bahá'í)**

Bahá'í commemoration of the twelve day period in 1863 when Baha'u'llah declared that he was God's messenger for this age. Work is to be suspended on days 1, 9, and 12 of the festival.

*Recommended accommodations:* Those celebrating will likely ask for the day off.

[ADD TO CALENDAR](#) [FORWARD TO FRIENDS](#)

**Sunday, April 30 – Thursday, May 4, 2017**


 **Maidyozarem Gahanbar (Zoroastrian)**

There are six Gahanbars (five-day festivals) spread throughout the year. Maidyozarem literally means "midgreening," and is celebrated as a mid-spring festival.

*General practices:* Each Gahanbar is a period to focus on worship and those celebrating will perform only necessary work.

[ADD TO CALENDAR](#) [FORWARD TO FRIENDS](#)

**Sunday, April 30, 2017**

 **Saint James the Great Day (Eastern Orthodox Christian)**

Christian recognition of the martyrdom of the Apostle James in 44 CE.



# Students with Disabilities

- Students with documented disabilities may be entitled to in-class accommodations.
- The student shall provide the instructor with a letter from the Student Disability Center (SDC) recommending those academic accommodations.
- Students must request accommodation as soon as possible, to allow the university reasonable time to evaluate the request and offer necessary adjustments.

Source: Office of the Registrar



# Ideas for the Syllabus

- Expectations
  - Principles of Community
  - Nature of discourse in class discussions
  - Academic integrity
  - Use of names and pronouns
- Diverse materials, sources, perspectives, examples
- Reporting procedures
  - Incident of hate or bias
  - Sexual harassment, sexual violence
- Accommodation procedures
  - Disabilities
  - Religious observances
- Campus resources – academic, social, personal





# Names & pronouns

- Pre-class email requesting any updates to roster & how to designate preferred name
- Have students introduce themselves
- Notecards or seating chart on first day
  - Name and pronouns to be used in class
  - Phonetic name pronunciation
- *Use the names & pronouns students identify*





# UC DAVIS

## DIVERSITY AND INCLUSION STRATEGIC VISION

<https://diversity.ucdavis.edu/about/strategic-plan>

2017

# Diversity and Inclusion Strategic Vision

- *Pipeline, Recruitment, and Retention*
  - Identify, attract, retain, and graduate a diverse student body
  - Identify, attract, and retain a diverse faculty and staff
- *Climate*
  - Advance a climate that fosters inclusion excellence
- *Research, Teaching, Public Service, and Training*
  - Promote diversity and inclusion in research, teaching, public service, and training across campus and in neighboring communities
- *Institutional Commitment*
  - Ensure accountability to diversity and inclusion efforts on campus and in serving neighboring communities



# OCCR as a Resource

- Community Building Initiatives
  - Campus Community Book Project
  - Soaring to New Heights
  - Chancellor's Achievement Awards on Diversity and Community
  - Chancellor's Administrative Advisory Committees
    - Disability Issues Administrative Advisory Committee (DIAAC)
    - Staff Diversity Administrative Advisory Committee (SDAAC)
    - Status of Women at Davis Administrative Advisory Committee (SWADAAC)
- Diversity Education Program
  - Workshops on various diversity-related topics
  - Staff Development Courses
    - Diversity Awareness Certificate Series
    - Cross-Cultural Competency Certificate Series
    - "Living the Principles of Community" on-line course

# Thank You!

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