

What Does DEIB Have to Do with My Teaching & Quality in Course Design?

Purpose

Help faculty members understand the importance of DEIB, especially the sense of belonging, in online education.

Objectives

- Faculty members identify the necessity of DEIB in higher education.
- Faculty members comprehend the benefits of a sense of belonging.
- Faculty members pinpoint the best practices for increasing a sense of belonging within the teaching and learning environment.

Target Audience

Faculty members in the School of Public Health, Indiana University Bloomington.

Content

Diversity, Equity, and Inclusion (DEI) are core values at the School of Public Health. As academic community members, we aim to establish environments that foster inclusivity, allow everyone to thrive, and recognize the value of diverse perspectives. This inclusivity encourages individuals to bring their authentic selves, varied perspectives, and unique experiences to their work.

Fostering a sense of belonging is crucial in the SPH's teaching, especially in innovative approaches like online courses that often involve teamwork among professionals from diverse backgrounds. Creating a supportive, shared, and collaborative atmosphere enhances teamwork productivity and efficiency and contributes to increased well-being and satisfaction, leading to higher engagement in the tasks at hand.

Furthermore, students participating in online courses benefit significantly from a sense of belonging. A report from [IU Pervasive Technology Institute](#) indicates that many students in virtual classes feel isolated and express a desire for more opportunities to connect with instructors and peers. Research also suggests a sense of belonging enhances students' engagement, productivity, academic outcomes, and retention, particularly for socially disadvantaged students.

To cultivate inclusion and belongingness in our classes, we can adopt practices such as clearly communicating our commitment to student success, implementing equitable grading methods, and providing flexibility. For further insights on best practices in promoting DEIB in teaching, please explore the [IU CITL Diversity and Inclusion resources](#).

Verification Resources

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