Topic : Evaluation of DEIJ practices in learning spaces

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Rubric for evaluating Diversity, Equity, Inclusion and accessibility, and Justice Practices:

Grading evaluation is done by rubric used during observation of higher education learning environments, design lab sessions, and other professional events in a variety of disciplines. This evaluation is intended to be across a whole semester, for example one observation per week for a course.

0: Discrimination is found, or indicated in observation, improper interactions such as inequitable distribution of work, or unequal treatment to a participant(s) because of their positionality was observed.

1: Does not show any DEIJ being implemented, and does not meet any criteria.

2. Make an attempt to implement DEIJ and a minority of the criteria are met.

3: DEIJ is implemented in many instances and the majority of criteria are met.

4: DEIJ is properly implemented and all criteria are met. Participants go beyond and discuss the importance of DEIJ in their learning space.

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| Criteria (no evidence, some evidence, evidence) | 0,1,2,3, 4 | An example and comments on implementation |
| Interaction between student-students involves promoting DEIJPractices include:* **Diversity is encouraged when students share, acknowledge, and use varied ideas, experiences, and expertise to solve the project/problem;**
* **Equity in group work design ensures that distribution in work material is distributed in way that supports students’ strengths and encourage to strengthen their weaknesses.**
* **Inclusivity is implemented by encouraging students to use their strengthens/experiences;**
* **Social Justice is implemented in the content of student discussion or group work assignments or by students acknowledging the absence of marginalized peoples in academic spaces.**

*\*groups are formed through the instructor, when the instructor forms said groups it has been shown that these groups tend to work more effectively\** |  |  |
| Interaction between student-professor promoting DEIJ, including class interactions with professor. Practices include* **Sharing diverse voices and ideas is promoted and encouraged;**
* **Equity in coursework is distribution, making sure that adaptations that are needed are already done for student learning (e.g. see Universal Design for Learning practices);**
* **Instructor is attentive to including all voices, and centering voices of those historically and contemporaneously marginalized, modeling respect and value of these voices thi**
* **Social Justice is practiced by making acknowledgments to inequity within the given field of study that is being taught. Design of curricular content and pedagogy dismantle barriers that are typically experienced by those with marginalized positionalities**

*\*The instructor makes sure that the attention to students is spread across the classroom dynamic, and the professor makes sure that there is overall respect for all individuals in the learning space\** |  |  |
| Technology is used to engage DEIJ or used to implement DEIJWays that the instructor and other participants implement this criteria include:* **Technology is used to encourage a diversity of ideas and life experiences**
* **Equity is implemented by ensuring that all participants are able to access necessary technology needed for lab sessions, that technology is used in such a way that it ensures accessibility to all participants, and that all participants are aware of resources provided for those that need accommodations.**
* **Inclusion is implemented by using technology in such a way that allows all students’ voices and expertise to be heard and valued.**
* **Social Justice is implemented by acknowledging circumstances that may require those to need accommodations, as well as address inequities within the field of study**
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| Learning spaces are used to encourage diversity and inclusion Ways that the instructor and other participants implement this criteria include:* **Diversity is endorsed learning spaces are utilized to encourage diversity in ideas and sharing of experiences from different backgrounds**
* **Equity is implemented by ensuring that input from all participants are taken into consideration, and all individual experiences are taken into account and needed adaptations are done to ensure that all participants can engage fully in the learning space.**
* **Inclusion is endorsed by ensuring that accommodations are shared to all participants to encourage participation.**
* **Social Justice is endorsed by having all participants engage in discussions regarding inequality in academia or subject matter.**
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| Resources are utilized to ensure that all participants are included and not excluded based on positionality Ways that the instructor and other participants implement this criteria include:* **Resources available for all participants are made known to all and if necessary resources are not given that are addressed by making said resources available. If not possible lack of resources is taken into account for the given task assigned.**
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| Learning activities and assessments are used as tools that encourage DEIJ Ways that the instructor and other participants implement this criteria include:* **Diversity is implemented by issuing activities that encourages diversity in ideas and promote participants of marginalized positionalities to give diverse opinions.**
* **Equity is ensured by accommodating participants if able and participants’ background is in mind when learning activities are given.**
* **Inclusion is promoted by ensuring different ways of learning are accommodated, allowing different learning styles be used for said activity.**
* **Social Justice is promoted by acknowledging the importance of differing ideas from those of marginalized backgrounds, connect DEIJ issues in society to course content.**
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