



Diversity, Equity, and Inclusion: The secret sauce for increasing student engagement

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Learning Objectives

- Discuss the connection between diversity, equity, and inclusion (DEI) practices and student engagement and persistence.
- Examine how diversity, equity, and inclusion contribute to student satisfaction and success.
- Share DEI best practices that contribute to increased student engagement.



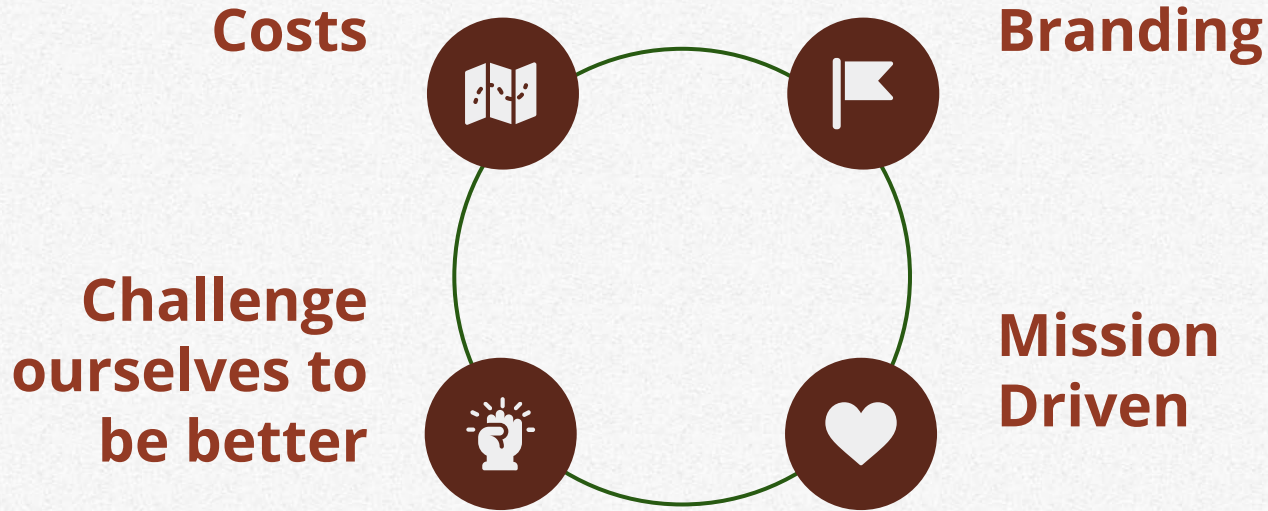
Definitions

- Diversity, equity, & inclusion
- Student engagement
- Student persistence

Increasing Diversity



Why is DEI important?



Belonging

Students who perceive themselves as belonging are more likely to persist because it leads not only to enhanced motivation but also a willingness to engage others in ways that further persistence (Hausmann, Schofield, & Woods, 2007).

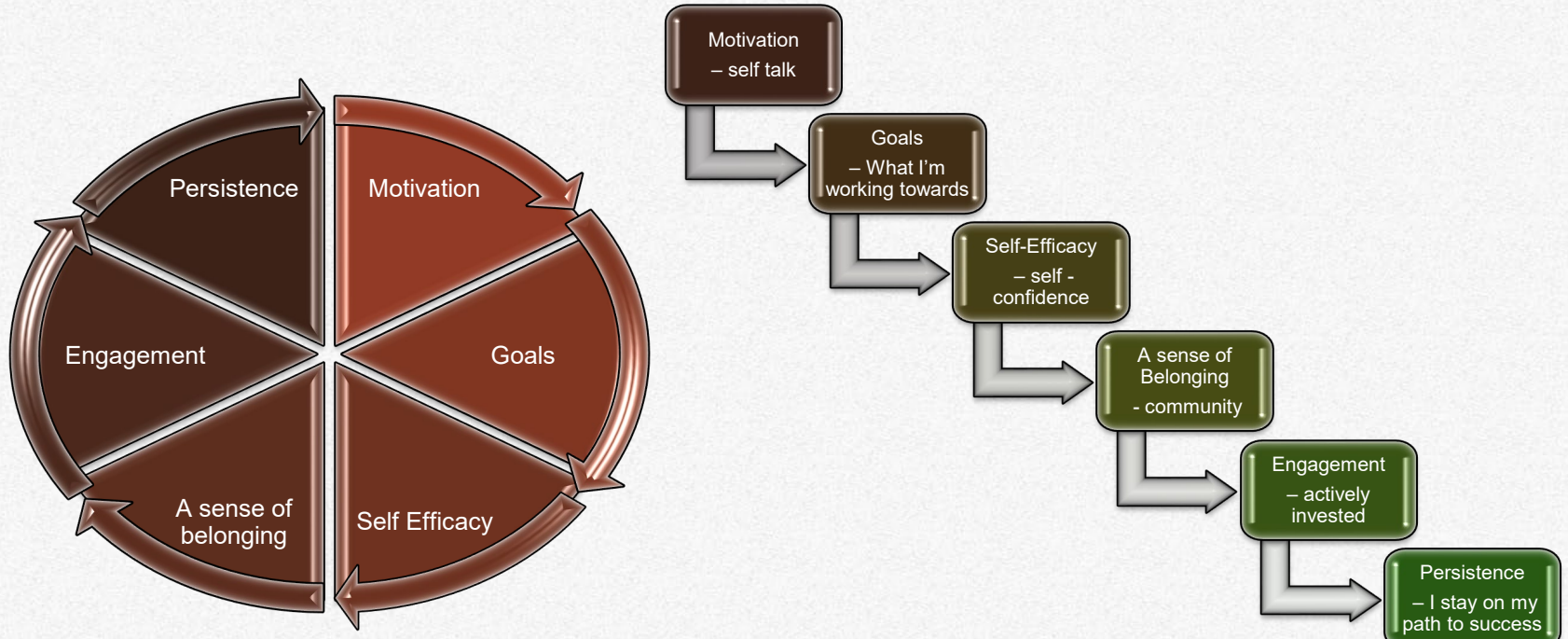




The Connection between DEI practices and student engagement and persistence.

How can DEI practices improve student engagement encourage motivation and result in persistence?

Motivation, Engagement & Persistence Through the eyes of a student.



Based on a model of Student Motivation and engagement (Tinto, 2015)

DEI Best Practices

A welcoming environment

Fostering a sense of belonging

Diversity training

Diversity student organizations

Diversity committees

Diversity curriculum policies

Inclusive language

Follow the APA Inclusive Language Guidelines



DEI Best Practices (continued)

DEI
Curriculum
guidelines

Accessibility

Data driven
decisions

Student Advisory Board

DEI Leadership

Raising awareness of:

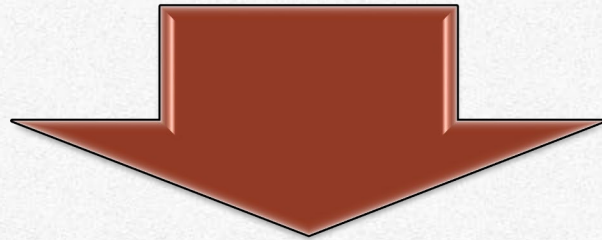
- unconscious bias and microaggressions

Create a centralized repository for:

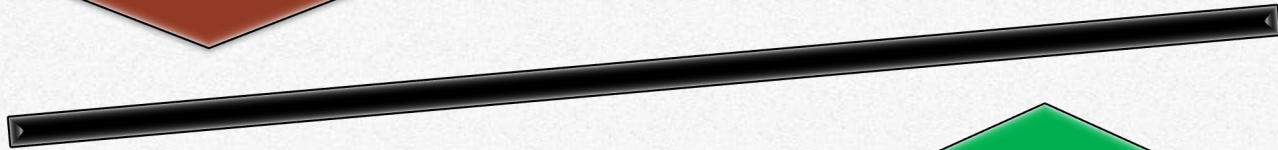
- diversity, equity, and inclusion



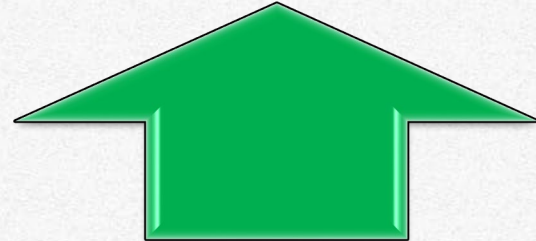
The Advantages of DEI on Student Satisfaction.



Create New Ideas
Build Community
Belonging



Make Connections
Interact
Satisfaction



What DEI Best Practices would you suggest?



Understand existing ideas in
a new way

Foster student engagement

DEI may be the secret sauce for increasing student engagement and persistence.



Questions or comments



Thank you for attending!



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