



Understand different dimensions of diversity

Teach in a way that recognizes differences in students' backgrounds and intentionally engages the range of their experiences.

As access to higher education broadens, it is important to understand the different dimensions of diversity. Students' diverse backgrounds influence not only their learning in the classroom, but also their attitudes toward various disciplines, their media consumption, their study habits, and their participation in class ([Inclusive Pedagogy, Univ. of Chicago](#)). The dimensions of diversity include, but are not limited to, gender, religious beliefs, race, marital status, ethnicity, parental status, age, education, physical and mental ability, income, sexual orientation, occupation, language, geographic location. By considering these differences and informing our pedagogy with those considerations, we at Bentley hope to confront negative aspects of the classroom environment that may impede both undergraduate and graduate learners and build a positive environment in which students can thrive.

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Faculty Development Resources

[Student diversity and student voice conceptualisations in five European countries: Implications for including all students in schools.](#)

This article analyses the ways in which notions of student diversity and student voice are defined in five European countries, two terms directly related to notions of inclusion. In so doing, it examines links between the two terms, noting that, often, they are used in international research without acknowledging the ways that they are defined within particular national contexts.

[Through the eyes of students.](#)

For years, our prevailing view of student retention has been shaped by theories that view student retention through the lens of institutional action and ask what institutions can do to retain their students. Students, however, do not seek to be retained. They seek to persist. The two perspectives, though necessarily related, are not the same. Their interests are different. While the institution's interest is to increase the proportion of their students who graduate from the institution, the

student’s interest is to complete a degree often without regard to the institution in which it is earned.

[Diversity and inclusion matters: tactics and tools to inspire equity and game-changing performance.](#) DE&I expert Jason R. Thompson delivers a practical and engaging handbook for implementing a DE&I program in your organization. The CAPE technique, developed by the author, gives you a clear blueprint and the tools you'll need to make your diversity program a success. In this book, you'll learn how to achieve early and significant wins to create the necessary and long-term organizational change needed for a successful DE&I program. Find out what data you need to collect, how to analyze it, and choose the right goals for your organization.

In class activities

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| <p><u>The Wheel of Diversity and The Four Layers activity</u></p> <p>The “Dimensions of Diversity” wheel shows the complexity of the diversity filters through which all of us process stimuli and information. That in turn leads to the assumptions that we make (usually about the behaviors of other people), which ultimately drive our own behaviors, which in turn have an impact on others. "The Four Layers of Diversity" is not only a useful model but can be used as a reflective tool to develop your own understanding of the impact of diversity on your life.</p> <p><u>Dimensions of Diversity Wheel Explained</u></p> | <p><u>The Personal Identity Wheel Activity</u></p> <p>The Personal Identity Wheel is a worksheet activity that encourages students to reflect on how they identify outside of social identifiers. The worksheet prompts students to list adjectives they would use to describe themselves, skills they have, favorite books, hobbies, etc. Unlike the Social Identity Wheel, this worksheet does not emphasize perception or context. It is best used as an icebreaker activity or in conjunction with the Social Identity Wheel in order to encourage students to reflect on the relationships and dissonances between their personal and social identities.</p> | <p><u>The Social Identity Wheel Activity</u></p> <p>The Social Identity Wheel worksheet is an activity that encourages students to identify social identities and reflect on the various ways those identities become visible or more keenly felt at different times, and how those identities impact the ways others perceive or treat them. The worksheet prompts students to fill in various social identities (such as race, gender, sex, ability disability, sexual orientation, etc.) and further categorize those identities based on which matter most in their self-perception and which matter most in others’ perception of them.</p> |
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Videos

[On Diversity: Access Ain't Inclusion | Anthony Jack | TEDxCambridge](#)



Dr. Anthony Abraham Jack received his PhD in Sociology from Harvard University. As of July 2023, he is the Inaugural Faculty Director of the Newbury Center and Associate Professor at Boston University. His research documents the overlooked diversity among lower-income undergraduates: the Doubly Disadvantaged—those who enter college from local, typically distressed public high schools—and Privileged Poor—those who do so from boarding, day, and preparatory high schools.

Want to talk through these resources? Please contact [Georgia Madway](#), Instructional Designer of Inclusive Pedagogy.