

## Develop Group Guidelines

- Engage your learners in a discussion around **classroom expectations**. Be explicit about the **intolerance of racism and microaggression** in your physical classroom or online (both from a KPU policy and professional conduct perspective)
- Consider your course content: are **different populations represented respectfully** in images, scenarios, and examples? Have you included diverse viewpoints and opinions?

## Participation Choices

- When possible, offer **participation and engagement choices** for learners (e.g., internet, video, phone, chat)

## Respect for Privacy

- Set **guidelines around respect for privacy and resharing of information** so that learners feel comfortable to participate in discussions and learning activities

## Diverse Delivery Strategies and Tools

- Integrate **diverse delivery strategies and tools** to create a space where learners' voices are recognized and valued. Consider using videos, written, and verbal methods, or incorporating images, infographics, or arts to deliver the learning objectives

## Co-Creation of Learning Opportunities

- Create **cross-cultural interactions that foster independent learning and empowerment** between students through incorporation of group work and team projects