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# Inclusive Leadership: Strategies to Foster DEI Culture in Language Schools

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# What words come to mind when you think about the word "inclusivity"?

Waiting for responses ...



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## Terms to keep in mind

**DEI:** acronym for diversity, equity, and inclusion, embodies principles and practices aimed at fostering a welcoming environment for individuals from diverse backgrounds.

**Diversity:** In a professional context, this embraces the existence of variations and differences in race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical/mental ability, status, and more.



# Terms to keep in mind

**Equity:** involves ensuring that policies and initiatives are impartial, fair, and geared towards achieving equitable outcomes for all individuals.

**Inclusion:** practices fostering a workplace culture where every employee feels a genuine sense of belonging. This requires creating an atmosphere where individuals can comfortably express their authentic selves and feel fully supported by the organization.

## Why is this important in a language learning environment?

- Smarter decision-making
- Collaborative and creative teams
- Enhanced teacher-student relationships
- Cultural competence in language learning

# Inclusive Leadership: Introspection

## Six Key Traits of Inclusive Leadership (developed by Deloitte)

1. Commitment
2. Courage
3. Cognizance of bias
4. Curiosity
5. Cultural intelligence
6. Collaborative



## Strategies for language leaders

Approach the hiring process with DEI in mind.

- Job Postings
- Hiring Committee
- Application Review
- Job Interviews
- Hiring Decisions



## Assessment Rubric Template

## Inclusive Leadership

- Create and initiate opportunities and spaces for staff and faculty. Take advantage of your diverse teams!
- Prioritise inclusivity and fairness in the decision-making process.
- Consider regular DEI initiatives and assessments. Establish a feedback system.

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## Inclusive strategies for staff and faculty

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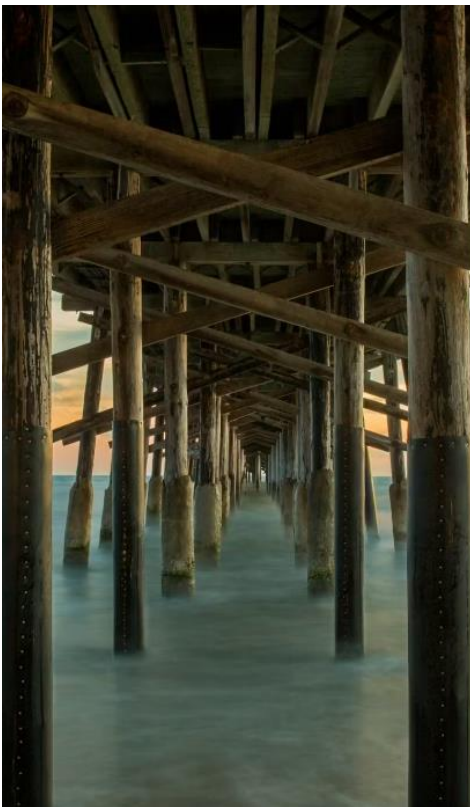
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## Communication with colleagues

- Avoid using informal nicknames
- Emphasize unity rather than division
- Keep faculty informed about relevant updates

# Recognizing faculty contributions and fostering collaboration

- Share positive feedback from students
- Encourage teachers to share experiences and practices
- Organize regular meetings for faculty teaching at similar levels
- Implement peer observation sessions



# Regular Professional Development sessions on DEI related topics and opportunities to share collaborative spaces

## Examples:

- Accessibility and Inclusivity for Language Learners - Identifying Needs and Strategies at the Instructional Level
- General Best Practices for Holistic Classroom Delivery
- Student/Instructor Dynamics in the Classroom
- Accessibility Services and Process
- Supporting Neurodivergent Learners

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# Strategies in the classroom

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Normalize  
Failure

Provide Positive  
Models

A place where  
students can  
learn, make  
decisions, and  
handle the  
outcome.

Allow for  
Diversity

Value Student  
Input and  
Achievement



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# Delivery

- Group work
- Role assignment based on students' individual skills
- Teaching within informed spaces



## Student-Teacher Relationships

- Teacher support and encouragement to students
- Encouragement to share personal experiences
- One-on-one conversations with students



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## Curriculum

- Create learning objectives and lesson plans about diversity.
- Update curriculum to ensure language and ideas are inclusive.
- Ex. Include images, situations, examples that include multiple perspectives and representation.
- Ex. Edit lessons solely based on heteronormativity.
- Plan short standalone "icebreaker" lessons directed towards DEI topics.
- Ex. Microaggression 10 min activity.
- Ex. What's your name icebreaker activity.



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Watch this short video. Think about these two questions: What is the micro-aggression in the story? Why do you think this offended the person?



## Share the story of one of your names (first, last, middle, nickname).

- How did you get this name?
- How do you feel about this name?
- What linguistic, cultural, or personal meaning does it have?
- (If you prefer, you can share the story of someone else's name - for example, a family member or pet)

## How did you feel about the game?

Waiting for responses ...



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**UNWARE**

You think diversity is compliance-related and simply tolerate it. It's someone else's job—not yours.

**AWARE**

You are aware that you have a role to play and are educating yourself about how best to move forward.

**ACTIVE**

You have shifted your priorities and are finding your voice as you begin to take meaningful action in support of others.

**ADVOCATE**

You are proactively and consistently confronting discrimination and working to bring about change in order to prevent it on a systemic level.

Private / Low Risk / Individual Perspective

Public / High Risk / Organizational Perspective

## Jennifer Brown's Inclusive Leadership Continuum



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