

# Diversity, Equity and Inclusion Implications of the COVID-19 Response



UNIVERSITY of  
**LOUISIANA**  
L A F A Y E T T E

**Campus  
Diversity**

## Panelists



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## Moderator

### 1. Reject **intolerance**, particularly toward students, faculty and staff perceived to be of **Asian descent**.



#### Be Vigilant

The **U.S. Department of Education** released guidance to higher education leaders on March 4, 2020, to ensure that all students are able to study and learn in an environment that is healthy, safe and free from bias or discrimination.

In particular, be vigilant in addressing intolerance toward students, faculty and staff perceived to be of Asian descent.

#### Focus on the Facts

When faced with perspectives about COVID-19 that are centered in fear, anecdotes or hearsay, provide students, faculty and staff with factual information from reliable sources such as the **Centers for Disease Control and Prevention** and the **Louisiana Department of Health**.



#### Connect with the Division of Global Engagement

International students, faculty and staff may reach out to the **Division of Global Engagement** for resources and support.



#### Report Bias Incidents

If students experience bias, harassment or bullying, they may report the incident to the **Dean of Students**.

### 2. Use **thoughtful** approaches in **course design** and **delivery** to address **unequal access** to **technology**.



#### Bridge the Digital Divide

Reach out to students to determine who lacks consistent access to the Internet or who is using only their mobile phone to access course material.



#### Leverage Free Wi-Fi Access

Visit <http://bit.ly/publibwifi> to locate public libraries throughout the state of Louisiana offering free Wi-Fi access in their parking lots.

#### Consider Asynchronous Delivery

Consider delivering online course content asynchronously, especially when students lack consistent access to technology.

To learn more, visit the **Office of Distance Learning** at <https://distancelearning.louisiana.edu/teach-remotely/asynchronous-teaching-tips>.



#### Check In Often

Sometimes, students who are struggling are hesitant to reach out to their faculty.

Take a proactive approach by checking in with students often, making sure to connect with students individually.

When necessary, connect students to resources in the **Academic Success Center**.

### 3. Be intentional in creating a welcoming online environment.



#### Be Accessible

Use tools such as captioned videos, transcribed audio content and high-contrast color combinations to make your remote course more accessible.

To learn more about accessibility in online teaching, contact the **Office of Distance Learning**.

Students who need to register for accommodations should contact the **Office of Disability Services**.



#### Use Preferred Pronouns

Some online platforms (such as Zoom) allow users to customize their user name. When possible, encourage participants to display their preferred names and preferred pronouns.

To learn more, contact the **Office for Campus Diversity** and ask about Project ALLIES: LGBTQ+ 101.

Learn more about personal pronouns at <https://www.mypronouns.org>.



#### Humanize Your Course

Ask students what they need to be successful in your class, and listen. Put yourself in your students' shoes as you design and deliver your course.

Remember that we are all in a state of "emergency remote teaching," balancing a wide range of responsibilities at once.

Find more helpful strategies here: <https://www.chronicle.com/interactives/advice-online-teaching>.

### 4. Advocate for students who have fewer resources.

#### Obtain Academic Support

For a comprehensive listing of resources for remote learning, students may visit <https://online.louisiana.edu/student-support/remote-learners>.

Students who need additional academic support may contact **The Learning Center** to access free virtual tutoring sessions.



#### Seek Counseling Services

Contact the **Office of Counseling and Testing** to access mental health resources and free Telehealth counseling appointments.

Off campus, trained counselors can be reached 24 hours a day, seven days a week, through the **Keeping Calm Through COVID Hotline** at 1-866-310-7977.



#### Connect to the Campus Cupboard

The **Campus Cupboard** is a resource for undergraduate students, graduate students, faculty and staff who require short-term assistance meeting their food needs. The pantry provides free, nonperishable items to meet temporary food needs.

It is located in the Intensive English Program building at 413 Brook Avenue.



### 5. Continue to build community and promote wellness.

#### Promote Student Engagement

Encourage students who are involved in student organizations to continue to engage with their members virtually as a way to provide peer mentorship and support.

For more information about student organizations, contact the **Office of Student Engagement and Leadership**.



#### Get Centered through Yoga

Dr. Valin Jordan, founder of **Yoga4SocialJustice**, offers virtual yoga sessions focused on self-inquiry and gaining a deeper understanding of diversity, equity and social justice.

For more information, visit <https://www.yoga4socialjustice.org>.



#### Get Fit with Rec Sports

Visit **Recreational Sports** at <https://recsports.louisiana.edu/resources> for a listing of virtual classes and resources for physical fitness.



#### Practice Self-Care

Visit the **Office of Disability Services** at <https://disability.louisiana.edu> for stress relief and self-care resources.