


How to Create Equitable Communities of Care in Online Learning

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Contact North, April 26, 2023

السلام عليكم

Sleepless in Seattle:
How are you feeling?
Where are you?

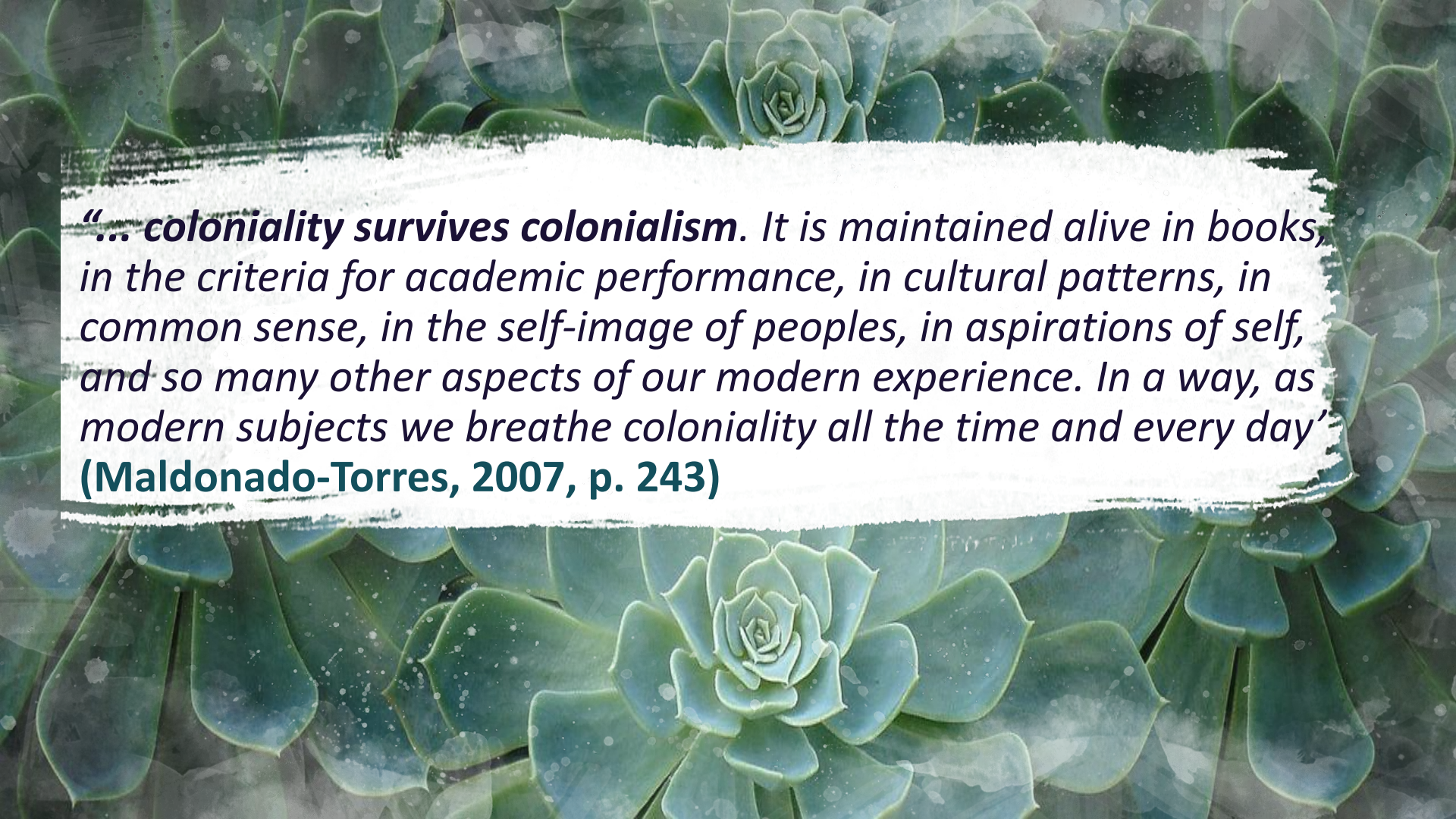
Slides are open for commenting:

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What to expect today...

1. Checking in and chatterfall
2. Some models:
 - a. Equity/Care Matrix
 - b. Compassionate learning design
 - c. Roumy cheese analogy
 - d. Intentionally Equitable Hospitality
3. Examples of community-building resources and how they can create equitable communities of care in online learning



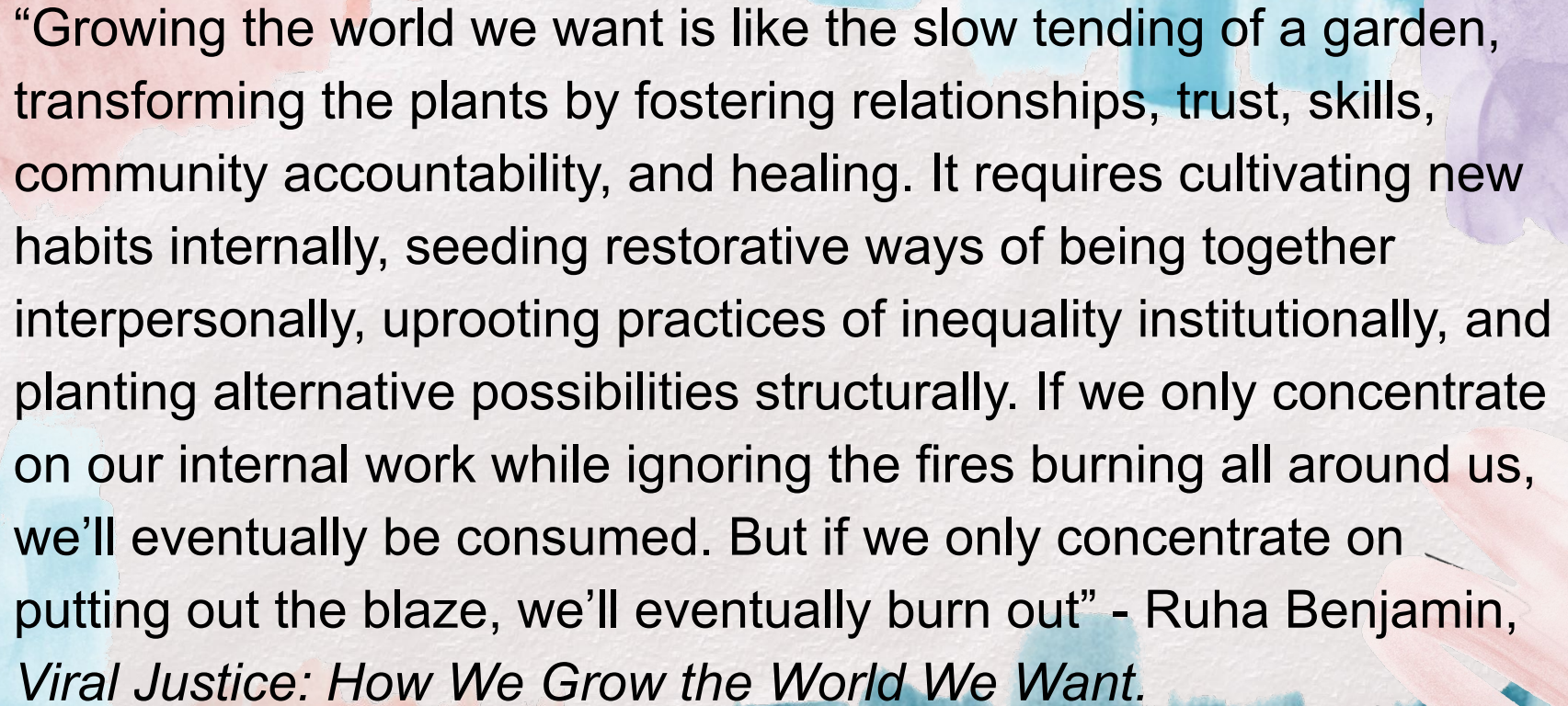
“... coloniality survives colonialism. It is maintained alive in books, in the criteria for academic performance, in cultural patterns, in common sense, in the self-image of peoples, in aspirations of self, and so many other aspects of our modern experience. In a way, as modern subjects we breathe coloniality all the time and every day”
(Maldonado-Torres, 2007, p. 243)

A watercolor illustration of a waterfall scene. The background is a light, textured cream color. At the top right, there are vertical purple brushstrokes representing trees or foliage. On the left side, there is a teal-colored area representing water or a pool, with a black wavy line indicating the waterfall's edge. In the bottom center, there are pinkish-red brushstrokes representing rocks or a pool. On the right side, there are more pinkish-red brushstrokes and a black wavy line representing the water's surface. The title "Chatterfall" is written in a bold, black, sans-serif font in the center of the image.

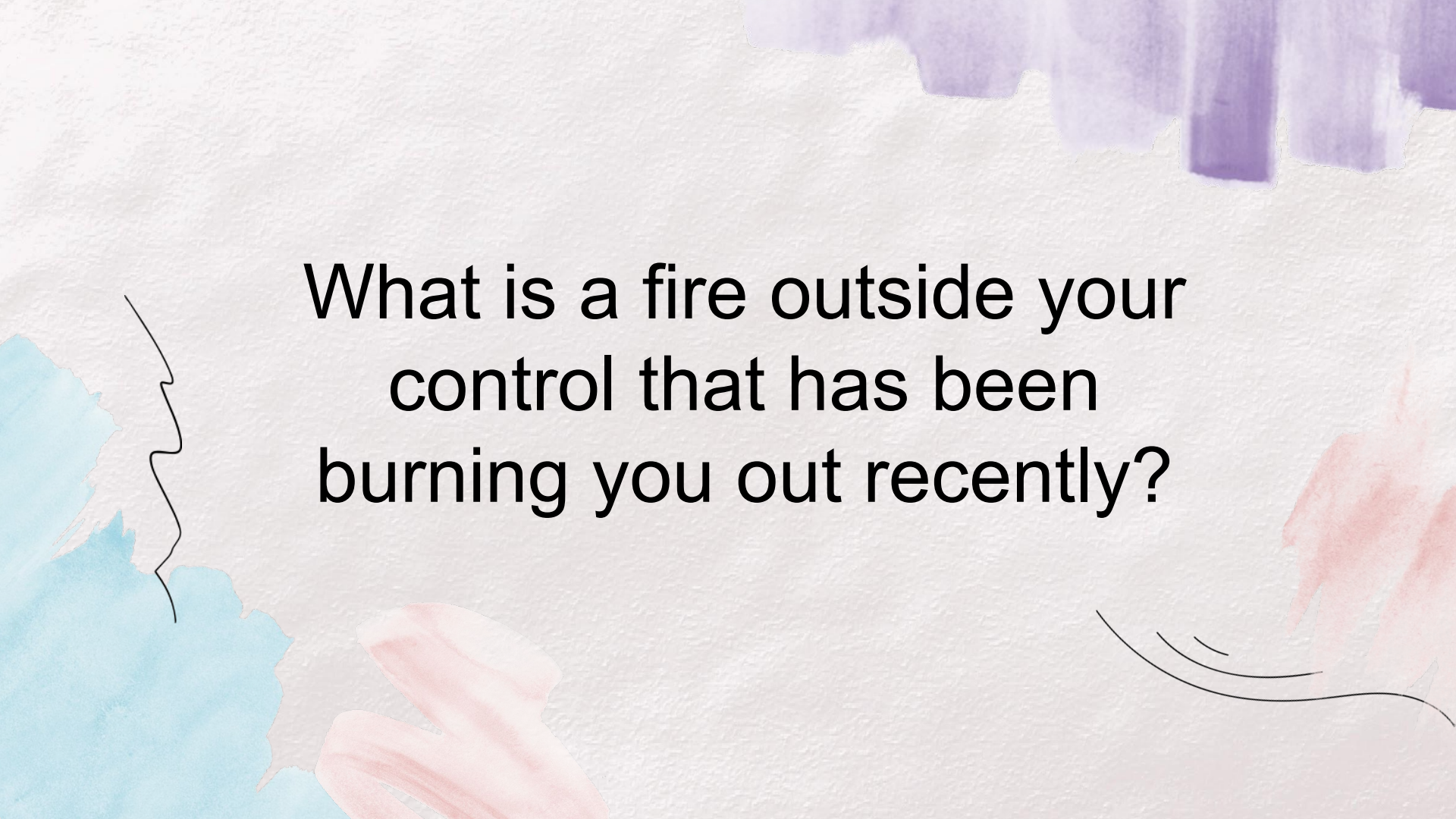
Chatterfall

What nourishes
you lately?






“Growing the world we want is like the slow tending of a garden, transforming the plants by fostering relationships, trust, skills, community accountability, and healing. It requires cultivating new habits internally, seeding restorative ways of being together interpersonally, uprooting practices of inequality institutionally, and planting alternative possibilities structurally. If we only concentrate on our internal work while ignoring the fires burning all around us, we’ll eventually be consumed. But if we only concentrate on putting out the blaze, we’ll eventually burn out” - Ruha Benjamin, *Viral Justice: How We Grow the World We Want*.



What is a fire outside your control that has been burning you out recently?

How/where have you
grown recently?

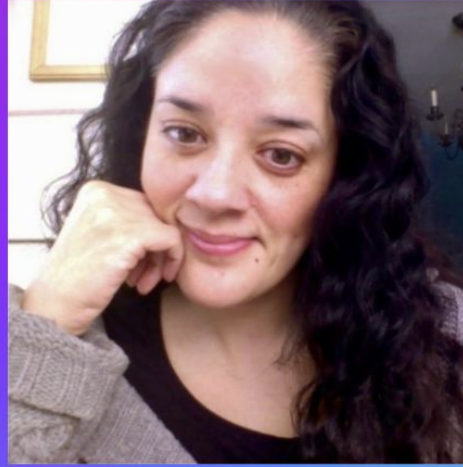




Equity/Care Matrix



Maha Bali
@Bali_Maha



Mia Zamora
@MiaZamoraPhD




Equity Unbound
@unboundeq

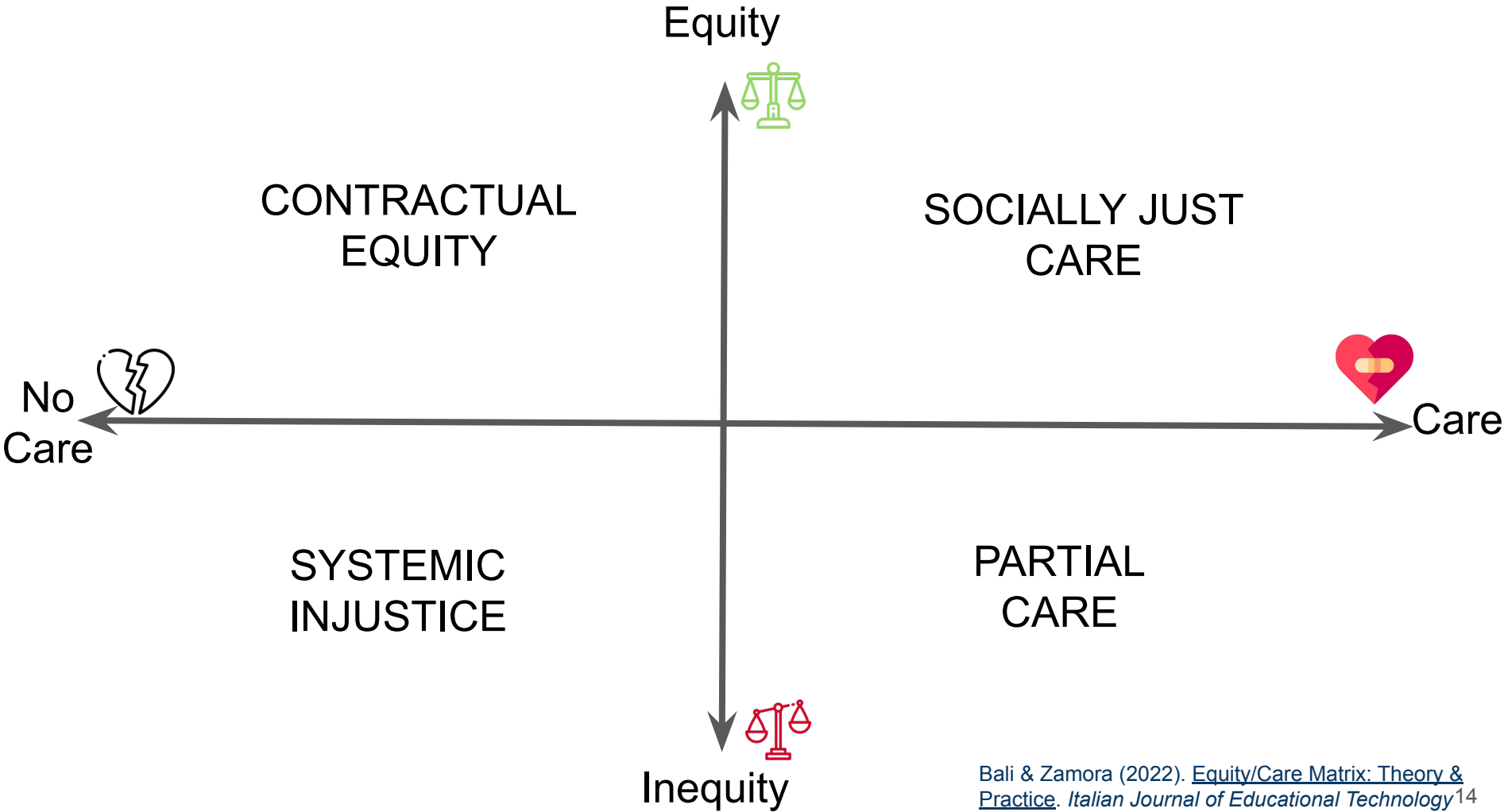
open 
education
conference


KEYNOTE SESSION

November 9-13, 2020 • #OpenEd20



Twitter:
What is EQUITY without
CARE and what is CARE
without EQUITY?



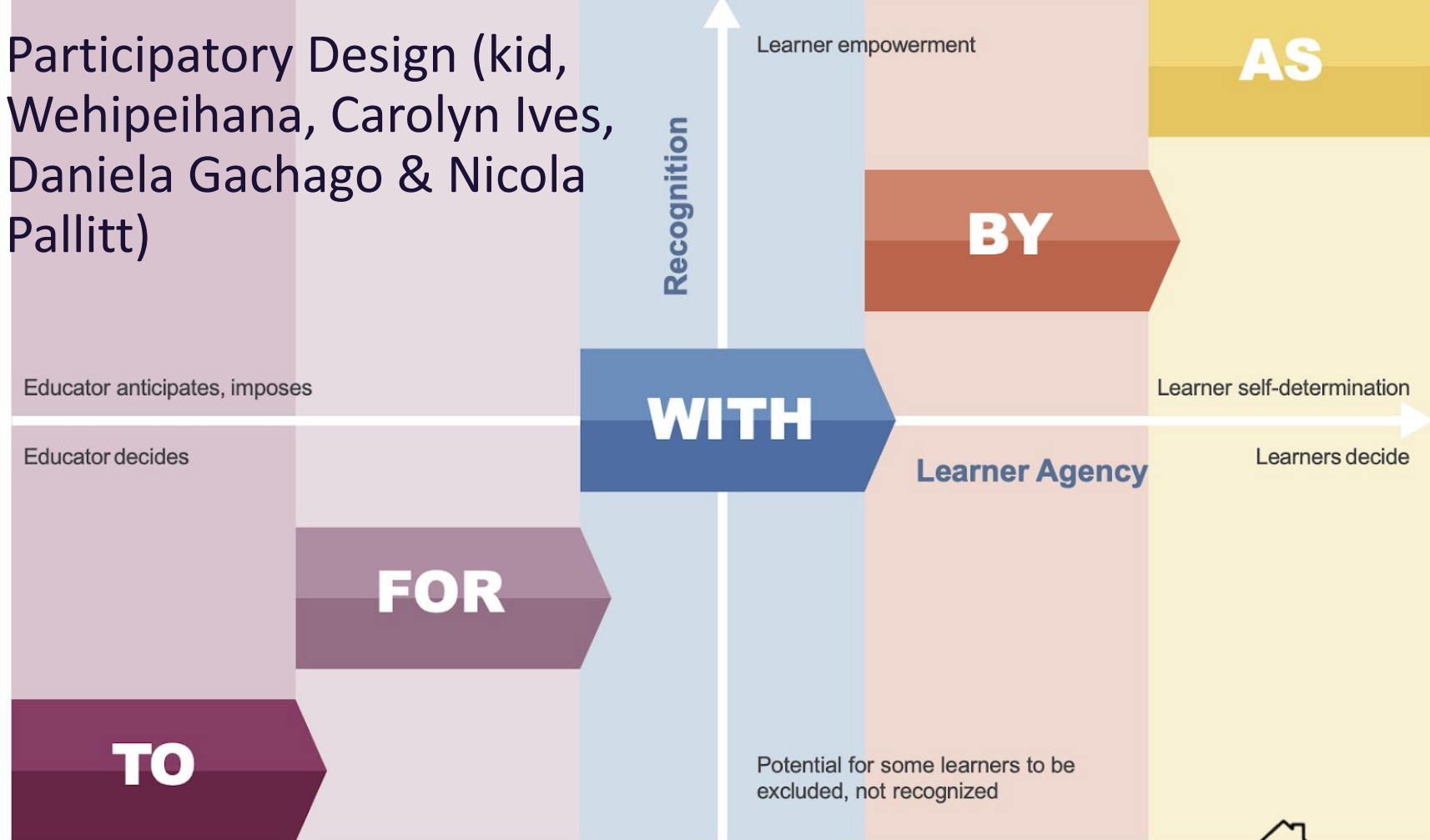


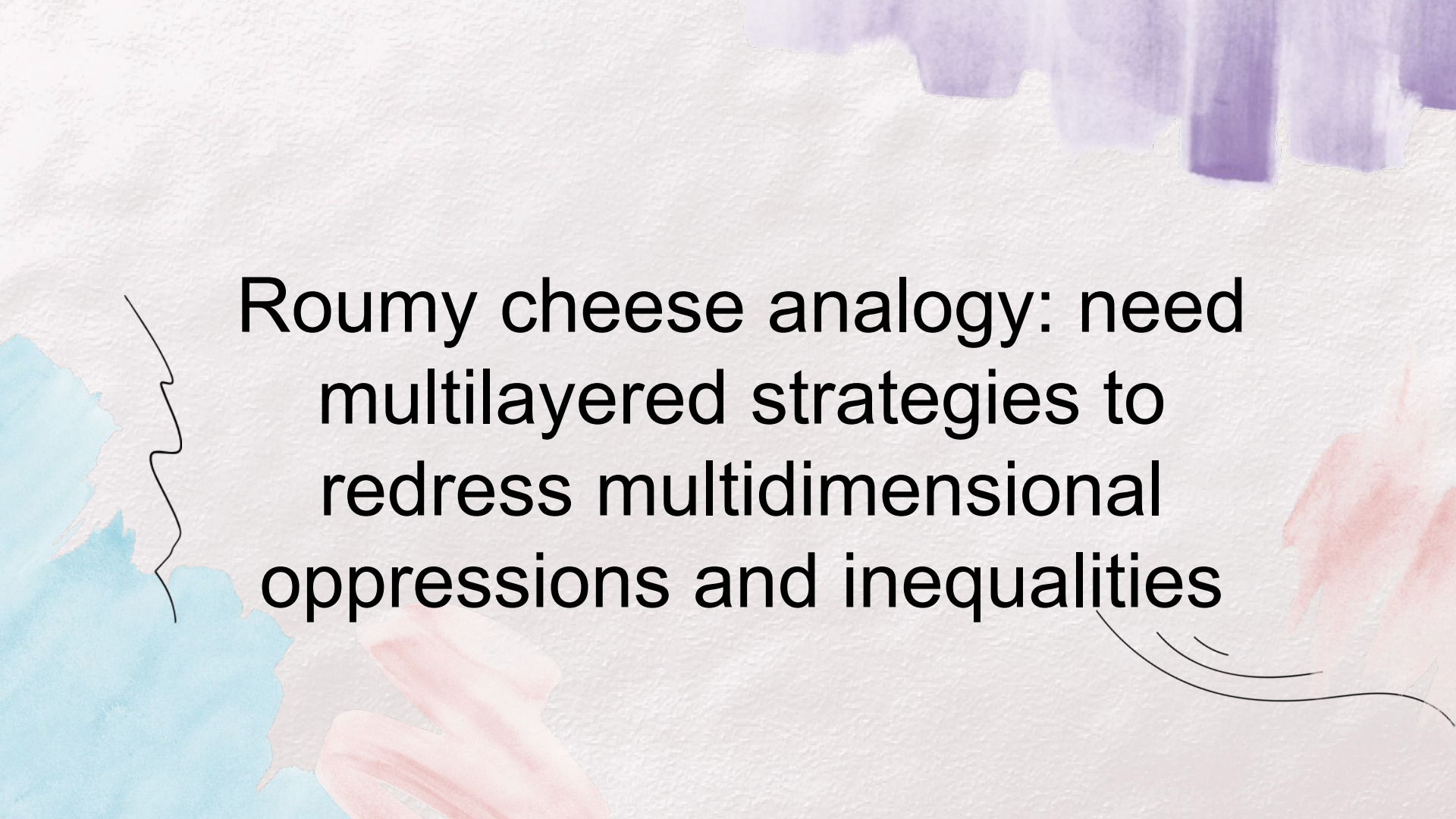
Examples from your
own context?



Compassionate Learning Design

Participatory Design (kid, Wehipeihana, Carolyn Ives, Daniela Gachago & Nicola Pallitt)

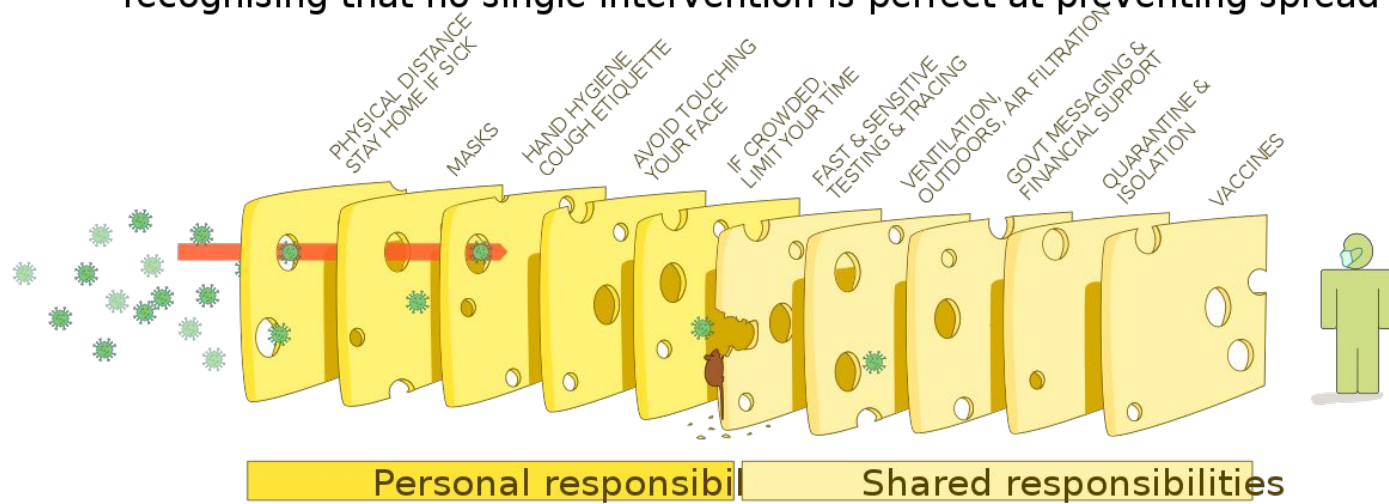




Roumy cheese analogy: need
multilayered strategies to
redress multidimensional
oppressions and inequalities

The Swiss Cheese Respiratory Virus Pandemic Defence

recognising that no single intervention is perfect at preventing spread

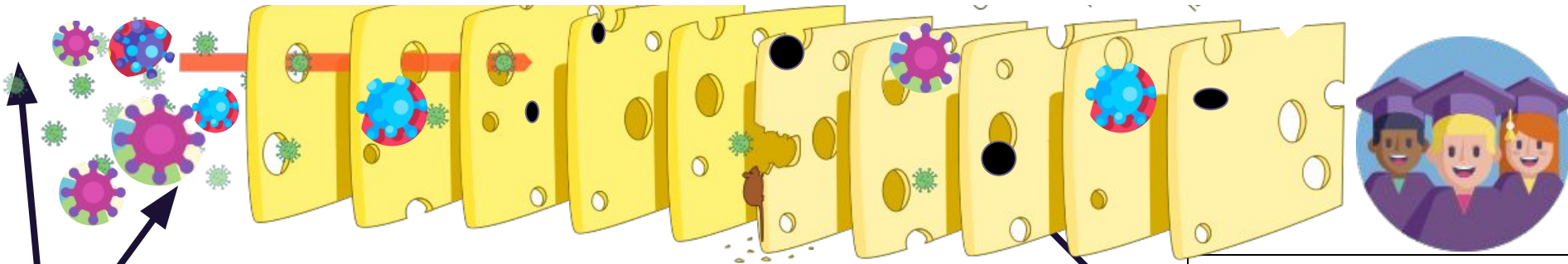


Each intervention (layer) has imperfections (holes).
Multiple layers improve success.

Roumy Cheese Analogy for Caring, Equitable Education

Maha Bali CC-BY-SA
Adapted from

Culturally Relevant Pedagogy



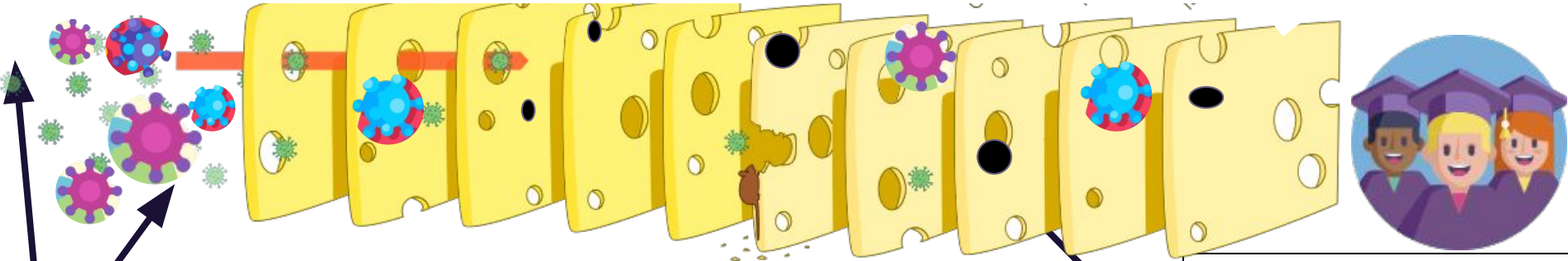
Diverse Causes of Inequity, Need for Care:
E.g. Racism, classism, heteropatriarchy, ableism, neuronormativity, xenophobia, etc.
Can be large (systemic) or small (individual) & intersectional

Black peppercorn represent how some actions meant to promote justice for one group can be harmful for another group

Roumy Cheese Analogy for Caring, Equitable Education

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Trauma informed pedagogy



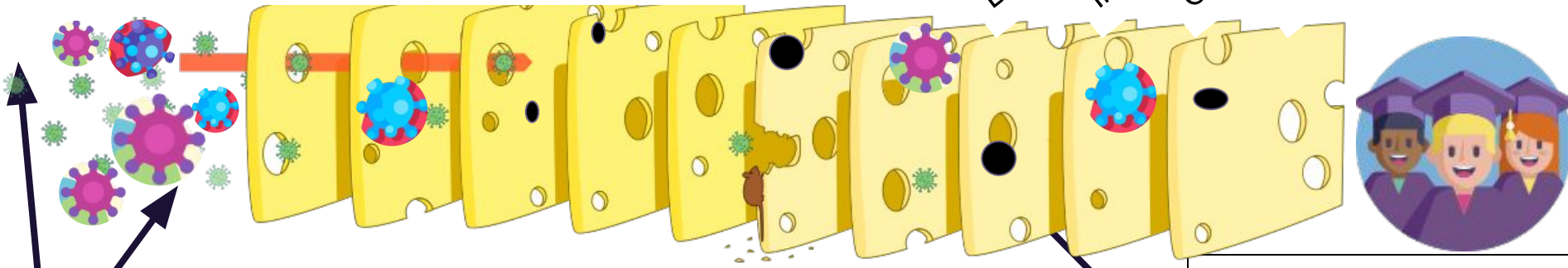
Diverse Causes of Trauma, Need for Care:
E.g. African & Asian Americans, Palestinians anywhere in the world, People with preexisting mental health challenges

Black peppercorn represent how some actions meant to promote justice for one group can be harmful for another group

Roumy Cheese Analogy for Caring, Equitable Education

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Culturally Relevant Pedagogy
Universal Design for Learning
Self-mapped Learning Pathways
Intentionally Equitable Pathways
Learner Agency
Trauma-informed Hospitality
Building community in class
Institutional Policies (P/F, proctoring)
Other practices?



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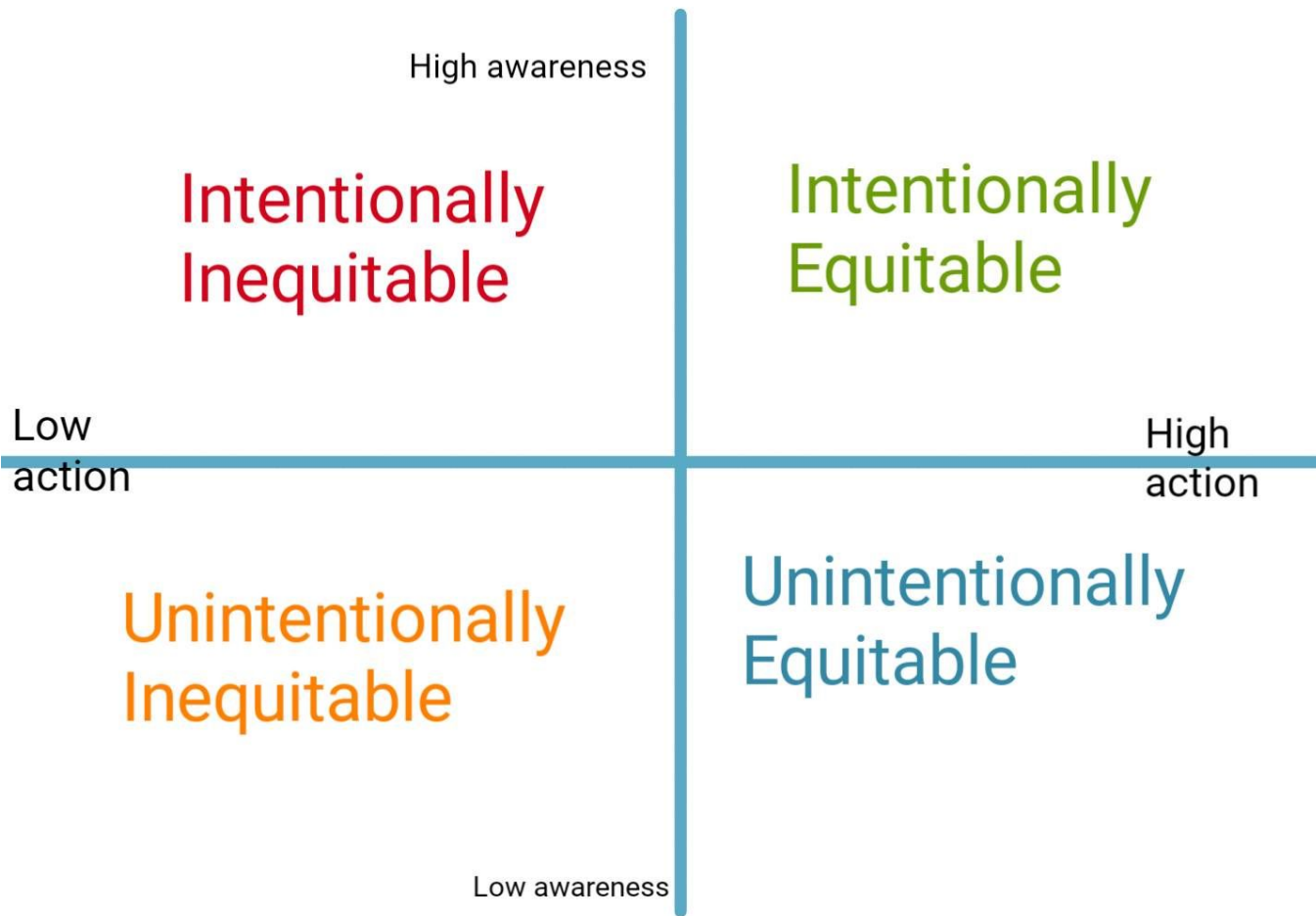
What is Intentionally Equitable Hospitality (IEH)?

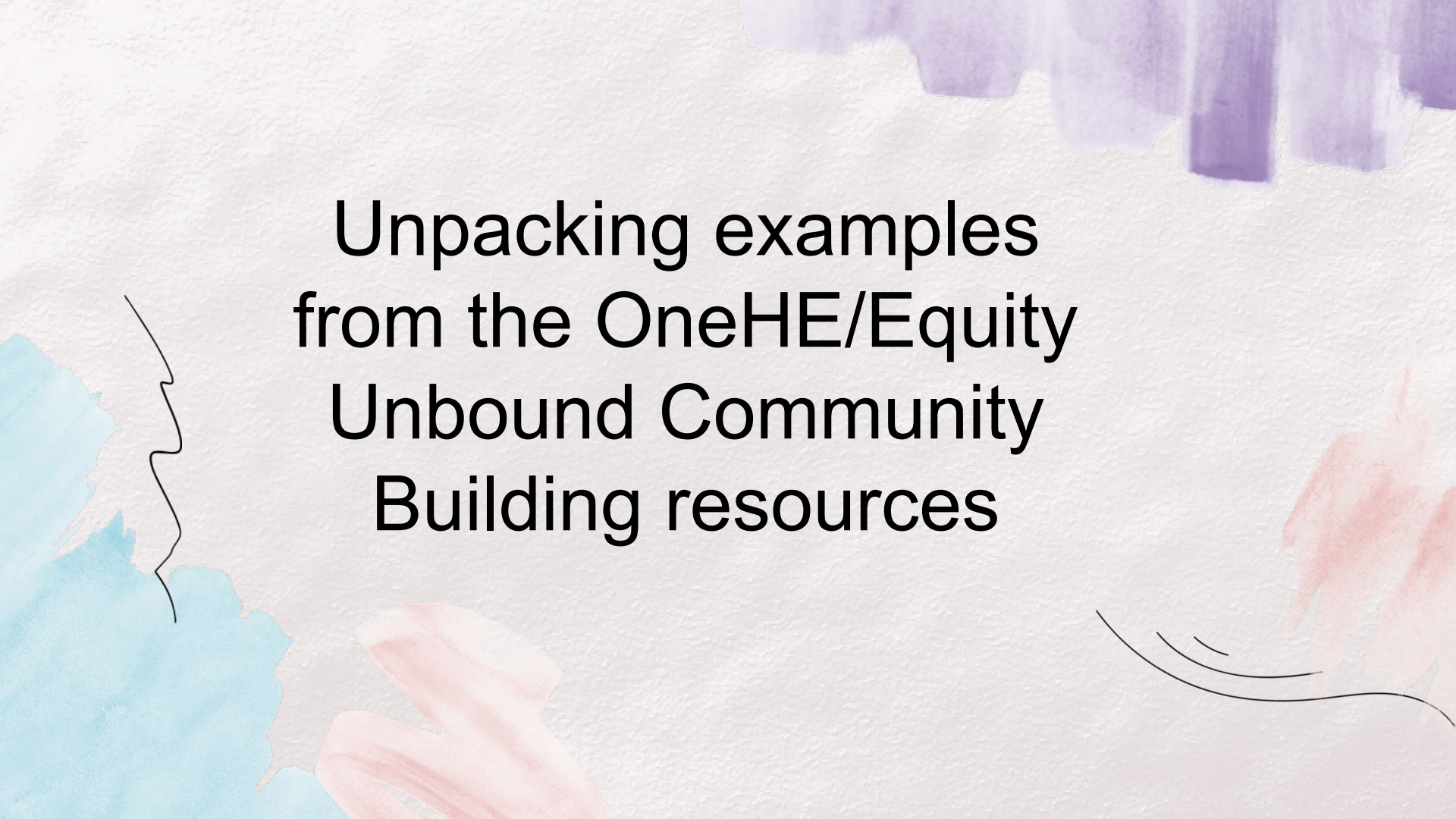
Bali, M., Caines, A., Hogue, R. J., DeWaard, H. J., & Friedrich, C. (2019). Intentionally Equitable Hospitality in Hybrid Video Dialogue: The Context of Virtually Connecting. *eLearning Mag* (special issue). Retrieved from: <https://elearnmag.acm.org/archive.cfm?aid=3331173>

Bali, M., & Zamora, M. (2022). *Intentionally Equitable Hospitality as Critical Instructional Design*. In J. Quinn, M Burtis, & S. Jhangiani (eds). *Designing for Care*. Hybrid Pedagogy publishing.

Intentionally Equitable Hospitality to redress injustice with care (Bali & Zamora, 2022)

Phase	Examples
Pre-Design	Who is involved in the design? Who is the accreditor/quality assurance decision-maker, and what are their impositions? How might they privilege certain groups over others? How might we dismantle or resist that?
Design	Does the design anticipate or respond to inequalities? Which oppressions does it redress? Which might it reproduce?
Facilitation	“Intentional adaptation” (brown) to new inequalities that arise in the moment, is “generous authority” used? (Priya Parker)
Beyond the moment	How do you build inclusive/equitable community sustainably?





Unpacking examples
from the OneHE/Equity
Unbound Community
Building resources

<https://onehe.org/equity-unbound>

Why is building a sense of community important?

Watch the welcome video below to find out why **Equity Unbound** is creating and curating free community building activities for educators



What type of activity or help are you looking for today?

Select from the options below to get started

Introductory activities (Equity Unbound)

Introductory activities Creative ways to do student introductions on your first week of classes. Activity The purpose of the activity is to help students to

[FIND OUT MORE »](#)

Warm up activities (Equity Unbound)

Warm up activities Light and quick activities to do at the beginning or end of class to engage students in low-stakes conversations. Equity Unbound Activity

[FIND OUT MORE »](#)

Setting the tone activities (Equity Unbound)

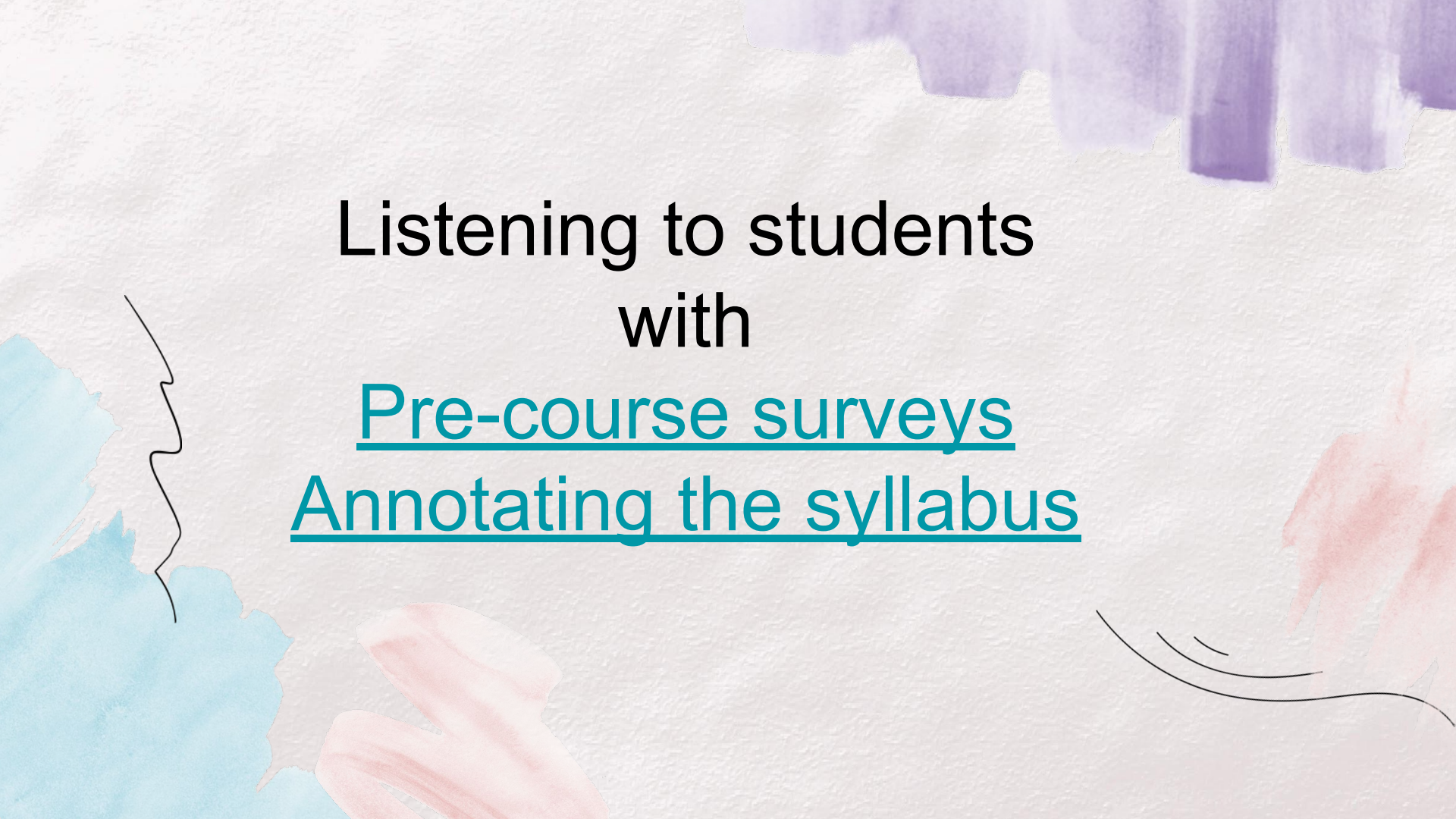
Setting the tone activities Ways to let students know you care, early on and throughout the semester. This activity helps to promote positive student-teacher connections.

[FIND OUT MORE »](#)

Liberating Structures (Equity Unbound)

Liberating Structures Microstructures to enable equitable, engaged, creative, constructive dialogue. Equity Unbound Activity Help people express and face their fears in a way that can

[FIND OUT MORE »](#)



Listening to students
with
Pre-course surveys
Annotating the syllabus



What do you do?




Setting the tone:


Trauma-informed pedagogy

Welcome video/letter

Gratitude journaling



What do you
do?



Constantly
checking in -
creative ways




Tricky Introductions:

Story of your name

Tour of where you are

What kind of animal

ALTCV




What do you
do?



Comparing warm-ups:

Wild/Mad Tea

Spiral Journal



What do you
do?



Ongoing community building
Liberating structures such as

Troika

TRIZ

Conversation cafe




Reflection for community
building:

Roses, thorns, buds

Broccoli/Ice cream


Ikigai



How might we build
community equitably and
with care around working
with AI?

Community-building around AI

- Probe for attitudes and previous knowledge
- Introduce playful ways to learn how it works
- Promote transparency
- Recognize inequalities, biases, potential harm
- Promote critical AI literacy
- Build guidelines together
- Address mixed attitudes/feelings
- Connect with real-world application not just classroom



What is ONE thing you're taking away from our conversation today?

Thank You!



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