

## Culturally Intelligent Online Teaching Strategies

Establish an Inclusive Virtual Classroom Climate	Vet the Curriculum	Don't Profile Anyone	Facilitate Conflicts Creatively and Quickly
<p><b>Establish rules of engagement:</b> Demonstrate and then expect all students to respect and welcome diverse perspectives.</p> <p><b>Engage:</b> Be intentional in fostering classroom participation from all students. Do so in a culturally intelligent way (i.e. soliciting participation from an Asian student may need a different approach compared to a White student).</p> <p><b>Recognize that diversity alone is not enough:</b> Create opportunities for students to work in diverse teams but also teach them the skills (cultural intelligence) necessary to learn and benefit from the diversity of the group.</p> <p><b>Remind:</b> Remind students that everyone needs to be culturally intelligent. It's not just for certain cultural groups.</p> <p><b>Reflect:</b> Take time to reflect on the classroom learning experience from a culturally intelligent perspective. What went well? What didn't? Why? Solicit feedback from the students by "checking in" throughout the course and again at the end.</p>	<p><b>Assess:</b> Review course content and eliminate any material that only reflects one cultural perspective.</p> <p><b>Adapt:</b> Adjust the curriculum and class discussions to accommodate different perspectives. Model the way by sharing specific examples and facilitating discussions that expose cultural differences and similarities.</p> <p><b>Intervene:</b> Develop diversity-themed content that supports further development of student's cultural intelligence.</p> <p><b>Measure:</b> Consider including formal measures (rubrics) to evaluate the student's ability to consider diverse perspective when completing assignments, projects, and presentations.</p>	<p><b>Anticipate:</b> Plan ahead and anticipate ways that cultural differences may influence how students respond to topics and assignments.</p> <p><b>Adjust your approach:</b> Be ready to adjust your approach in response to cues (verbal and non-verbal) that suggest some students or cultural groups are not engaged or not participating in the learning experience.</p> <p><b>Never profile:</b> Never assume you know what students need based upon their cultural background and never assume that one student represents the views of an entire cultural group.</p> <p><b>Minimize unconscious bias:</b> Consciously monitor your tendencies to show biases toward any cultural group that could influence your teaching methods and strategies.</p>	<p><b>Listen:</b> Allow time to listen long enough that you understand different student's point of view.</p> <p><b>Create an "If/Then" cheat sheet:</b> Be prepared with culturally intelligent responses to potential student conflicts. "IF a student makes a racist comment, THEN I will respond ..."</p> <p><b>Use empathy appropriately:</b> Learn to vary how you express empathy for different cultural contexts. Some students are happy to hear "I'm sorry" or "I understand." Other students need to see some kind of action, even if you can't offer everything they want.</p> <p><b>Be proactive:</b> Don't let cross-cultural conflicts linger. Engage the situation quickly and create a safe environment for working toward resolution.</p> <p><b>Flexibility:</b> Offer flexibility when able and realize culture may play a role in differing perspectives.</p> <p><b>Slow down:</b> Intercultural communication inevitably takes longer. Don't try to finish an interaction too quickly.</p>