



**CHETANA**

International Journal of Education

Impact Factor  
**SJIF=5.689**

Peer Reviewed/  
Refereed Journal

ISSN-Print-2231-3613  
Online-2455-8729



**Prof. A.P. Sharma**  
Founder Editor, CIJE  
(25.12.1932 - 09.01.2019)

Received on 24<sup>th</sup> Oct. 2020, Revised on 30<sup>th</sup> Oct. 2020, Accepted 16<sup>th</sup> Nov. 2020

**Article**

## Creating an inclusive online teaching-learning environment

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**Key words:** *inclusive online teaching, students, barriers, inclusive online learning, remote learning, community, feedback etc.*

### Abstract

*It is important to think about your learners, their prior experiences with online learning and their needs. First thing is ensuring that the different identities that are brought into the shared space – be it physical or virtual are respected, addressed, incorporated, and celebrated. It focuses on facilitated the space needed for learning to be multi dimensional, intentional, and critical. Inclusive teaching makes students feel seen and heard and allows them to think more critically about their interactions with each other and with faculty. You have to survey your students about their concerns, needs, and preferences for online learning. Their responses can inform your approach going forward and it allows instructors to be mindful of students personal situations and barriers to their learning. Remote learning is challenge for both students and instructors. One should ask for feedback from students about the online climate.*

### Introduction

There was a survey in 2019 by schoology indicated that 15% of students in the united states are without access to broad band internet. After the corona pandemic, the virtual schooling environment becomes common which resulted in an unavoidable learning and achievement gap. There are various internet providers who offers free Wi-Fi access to ensure that students

could continue learning but broadband internet is unfortunate not the only barrier to student success in online environments. As online learning remains the new normal, it is critical for educator to employ best practice strategies to make this experience inclusive and welcoming for all. Giving careful consideration to students various learning styles and needs will help create positive experiences, even when teaching and learning from a distance. An inclusive online course welcomes content that is diversified and speaks to all students in the online classroom. Course content should be free from implicit and explicit bias and filtered through a multicultural lens. A successful online class will always promote diversity and inclusion and invite students to participate meaningful in their learning community. A recent article from, "The chronicle of Higher Education States" Teaching inclusively means embracing student diversity in all forms- race, ethnicity, gender, disability, socio-economic background, ideology, even personality traits like introversion- as an asset. Educators should support students and encourage them to contribute to the course through readings, participating in discussion posts and presenting to the class. Educators should set ground rules for Inclusive language and respectful dialogue.

The teacher learning process is an inherently social act and as instructors we need to be mindful of the quality of the social and emotional dynamics in our course because they impact learning and performance. There are number of strategies instructors can implement to create a productive and inclusive climate.

### **Examine your Assumptions**

It is very common for instructors to assume that students share their own background, but this is not necessary so.

### **Model Inclusive Language**

For instance, avoid using masculine pronouns for both males and females. When you use American idioms, explain them for the benefit of non-native English speakers.

### **Establish Ground Rules for Interaction**

This will assure that other students are also being inclusive and respectful. In order to generate maximal from the ground rules, you can involve the students in the process of establish them. You will still need to enforce the ground rules and correct students for the occasional non inclusive or disrespectful comment.

### **Strive to be fair**

Especially in courses with multiple sections .It is crucial to be perceived as fair, both in grading and in implementing course policies .Perceptions of unfairness can induce feelings of learned helplessness, which are highly demotivating for students.

### **Be Mindful of Low Ability Cues**

In their efforts to help students,some instructors send mixed messages (eg sure,I will be happy to help you with this,I know girls trouble with maths)These cues encourage attributions focused on permanent ,uncontrollable causes ,which diminish students self efficacy .Instead ,it is more productive to focus on controllable causes such as efforts.

### **Provide Accommodations for Students with Disabilities**

Instructors are required to provide reasonable accommodation to students with documented disabilities.Instructor should have to take care of disable students, if they are not able to see then provide them with audios notes and help them in clearing their concepts.

### **Practice Inclusive Classroom Behaviours**

Of course we as educators are not out of intentionally exclude anybody from the educational experience .However, many researchers report small unconscious behaviors – microaggressions that certain students groups experience repeatedly,for instance ,women report that instructors tend to interrupt them more often,ask them more recall questions and less analytical questions acknowledge their contributions less and build on their answers less(Hall,1982).These microaggressions add up and have a highly discouraging effects on those students.

### **Conclusion**

Inclusive learning and teaching recognizes all students’ entitlement to a learning experience that respect diversity, enables participation removes barriers and anticipates and considers a variety of learning needs and preferences.

Inclusive teaching and learning online ensures that the different identities that are brought into the same platform should be respected no matter belongs to what area or what background.it is the need of the hour that w=everyone comes under the same umbrella, so that student feels secured and think more critically about their interactions with each other and with the faculty.It has multiple focus areas,including accessibility, awareness and

incorporating marginalized and under represented voices in conversations. Remote learning is challenging for both students and instructors .the fears and struggles are more in teaching and learning online to breakdown barriers and demystify the online learning process.It provide oppurtunities for students to interact with each other online discussing in small groups using the courseworks discussion spaces or in zoom breakouts rooms to help students feel more connected to each other and build a sense of community .Ask for feedback from students about the online climate .It is very important,this can be done anonymously using a google form or live in zoom using the poll features(for closed-ended questions).review and reportback to students.

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