Diversity & Inclusion Planning Guide

The TEALS Program's goal is to build sustainable, diverse computer science programs. Working together, we believe that we have an opportunity to help make our CS classrooms equitable places that ensure every student can study CS. To make progress on this front, we're looking forward to working with you on our diversity and inclusion initiative.

Microsoft and the TEALS Program has partnered with CSforALL, CSTA, NCWIT, and Code.org to put together a Guide to Inclusive Computer Science Education (https://aka.ms/InclusiveCSGuide)

We look to you for a commitment on acting in three categories:

- Diversity in Enrollment
- Inclusive Learning Space
- Inclusive Instruction

Please return a filled-out copy of this to your TEALS Regional Manager at least a week before your school interview. It can also be accessed at http://aka.ms/TEALSdiversityplanning Thank you for your collaboration!

Diversity in Enrollment

To ensure CS classes represent your school's student population, conduct targeted recruitment. Look at your existing CS classes and learning opportunities. Chances are, unless your CS courses are core requirements or integrated into the curriculum of elementary classrooms, they are leaving some populations out.
NOTE: All underlined text below links to specific guidance, they're clickable.

Guide to Inclusive Computer Science Education (Page 8)

Ways to recruit a more diverse computer science class:	How we will implement these strategies at my school:
Enlist students to promote CS: - *An hour of code pizza party at lunch* - *Posters & displays of student projects in the school* - *Require all students to take a CS class*	
Include counselors in your efforts: - *Have a meeting where you discuss CS myths* - *Counselor participates in CS training*	
Introduce students to diverse CS role models: - *Display diverse posters* - *Invite guest speakers* - *Invite a TEALS volunteer to speak to the whole school*	
Create awareness of CS across your school: - *Discuss how computer science relates to other subjects* - *Send email out to parents (pg 10)* - *Put up posters that highlight the possibilities CS offers* - *Debunk CS myths: i.e. CS is not the study of computers similarly astronomy is not the study of telescopes* - *Discuss CS with all the staff*	

Inclusive Learning Space

The learning environment of the classroom itself is also very important to making students feel included. This is true not only for the students who are enrolled but also for those who are coming in for a tour or first exposure to CS.

NOTE: All underlined text below links to specific guidance, they're clickable.

Guide to Inclusive Computer Science Education (Page 10)

Ways to create a more inclusive learning space:	How we can implement these strategies at my school:
Eliminate exclusion signals: - *Combat video games* - *Sci-Fi posters* - *Male-only role models* - *Unnecessary hardware or equipment for instruction*	**Exclusion signals I intend to change:**
Incorporate inclusive signals: - *Posters of role models from different ethnic backgrounds* - *Computer science as art or displayed in a creative way* - *Display student projects & contributions* - *Space designed for collaboration*	**Inclusion signals I will incorporate:**
Other Actions: - *Provide a perception survey to gauge where students feel most comfortable* - *Design learning spaces that are accessible to students with diverse abilities (discuss with your special education expert)*	**Other actions we will take:**

Inclusive Instruction

Just as you consider the physical space of your computer lab or CS classroom, remember to also think about how to teach in a way that includes all students. Building a community of support, inquiry and collaboration is especially important for retaining all students.
NOTE: All underlined text below links to specific guidance, they're clickable.

Guide to Inclusive Computer Science Education (Page 12)

Ways to be more inclusive in instruction (guide):	How we can implement these strategies at my school:
Representation: - *Provide access to videos that explain the content in another way* - *Leverage math reference sheets* - *Incorporate culturally relevant examples*	
Action and Expression: - *Provide starter code as a method of differentiation* - *Unplugged CS activities* - *Provide graphic organizers for projects*	
Engagement: - *Student choice on appropriate projects* - *Peer & buddy programming* - *Acknowledge rigor, difficulty, and frustration*	