

Equality and Diversity

HOW2

PINPOINT



One way to ensure everyone's peace and happiness is to cultivate a healthy respect for the diversity of other people's cultures.

Dalai Lama

Introduction

Equality and Diversity (E&D) is the attempt to create the sort of good, humane society we all want to live in. It works by including and celebrating differences. Teachers can promote these inclusive values through

their teaching methods. Active learning techniques that demand personal responsibility, collaboration and deep thinking are direct ways of honouring each student's potential. This PinPoint is based on Dr Christine Rose's work, and the impact of the HOW2s.

Assessment

The principles of formative feedback are perfectly aligned to the values of E&D. Methods should be varied so all learners can participate. Questioning is designed so all students engage and adequate time is given for responses. The focus of feedback is not on the person but on the effort and skill required to achieve the task. Mistakes are understood to be an integral part of learning.

All the HOW2 Assessment for Learning series, and all of the HOW2 Questioning series



Diversity is not about how we differ. Diversity is about embracing one another's uniqueness.

Ola Joseph

Teaching & Learning

Active learning is at the heart of the best evidence-based teaching approaches. In these methods, students are all expected to engage, share their thinking, have their reasoning challenged, and collaborate with one another. These processes model how a mature, rational and humane society can work. And trains students how to conduct themselves in this way.

All the HOW2 series are highly relevant for adopting these interactive and collaborative approaches.

Teacher as a Role Model

Above all, it is how the teacher conducts herself that best promotes the values of E&D. Fairness in all interactions is critical in building trust. This respectful atmosphere allows for challenges to unwanted behaviour to be accepted. And harmonious relationships to be strengthened. An ability to be self-critical and admit mistakes goes a very long way in helping to reach these goals.

For all teachers, the HOW2 series on Behaviour: Effective Interactions will prove highly

Materials and Resources

Clear, accessible information for all students is the aim here. Positive images celebrating differences abound. The use of visuals plays an important role in making information attractive and understandable. Key design principles can be used to make this a reality.

Both the Graphic Organisers, and the Manipulatives series offer visual, practical and collaborative ways for students to engage with knowledge.

The Supplementary Resources offer additional guidance on how to produce materials that are designed for easy access — from PowerPoint to



Difference is of the essence of humanity.

John Hume

Managing the Environment

Designing an environment and atmosphere for learning is the teacher's primary task. As well as maintaining it. Behaviour policies need to be fair and consistently applied. But from the outset, they need to be known to the students in clear and unambiguous ways.

All three HOW2 Behaviour: series are highly appropriate: Physical Environment, Effective Interactions, Establishing Routines. As is the Cooperative Learning

Social & Emotional aspects of Learning

Learning helps develop a sense of yourself. Through dialogue and collaboration, learners become increasingly self-aware. Their personal identity grows. When facing difficulties in learning, they improve their ability to be self-critical and resilient. This growing maturity towards errors benefits both learning and personal growth.

Use all three HOW2 series for Independent Learning, Cooperative Learning, and Assessment for Learning.

REFERENCES

Rose, C and associates (2011) Integrating Equality, Diversity and Inclusion into the Learning

Experience.
www.christineros.org