



good, but when no one answers a question she poses, she calls on one of her advisees to answer it. Now, a month into the semester, it seems like her advisees are the only students who feel comfortable participating in discussion at all. Sarah seems unaware of this pattern and has even commented about the lively discussions in class.

- What would you do in this scenario?
  
- What could you have done to avoid this?
  
- What do you think the effects are if you don't address this?

### Exercise 2 - Active Inclusivity:

Jot down a couple ideas that you could implement to make your classroom more inclusive. Use these to inform your discussion of the next case study.

### Case Study 3:

Please read the assigned scenario and answer the questions below:

A: You're teaching a lab that ends late in the evening, after many buses have stopped running. After lab one week, your student Karen lags behind and seems reluctant to leave the classroom. You ask her if everything's ok, and she says that for the past 3 weeks, her group member Thomas has offered to give her a ride home. She has declined each time, saying that her roommate is on the way to pick her up. However, Thomas has insisted on staying with her and talking to her until her roommate arrives. This week, her roommate is unable to pick her up, so Karen tells you she is planning on walking home, but wants to wait until Thomas has left.

B. You've assigned a group project to your lecture class, asking different groups to present on technological advancements that mimic biological adaptations. While each group chooses from

a list of topics you provide, the rest of their work is largely unsupervised. On presentation day, one group of students seems to be missing the mark with their topic. You interrupt their presentation to point out a fallacy of their argument about ecological parallels to medical treatments, and a student in the group responds with an off-the-cuff example to support the group's point. He says that "now we can do surgeries and change people's genders, just like clownfish can change their gender".

C. You run an intensive laboratory class where students design and run their own experiments that you want them to feel autonomy over. As such, you encourage the class atmosphere to be more congenial, with students discussing a broad range of topics while working together. One day, a heated discussion about the Silent Sam monument breaks out and some students are clearly uncomfortable.

- What would you do in this scenario?
  
- What could you have done to avoid this?
  
- What do you think the effects are if you don't address this?

### Exercise 3 - Unconscious Bias:

Think about how unconscious bias may play a role in how you select undergraduate researchers. List several criteria that you require in an undergraduate worker, and describe ways you could evaluate those criteria in a neutral and unbiased way.