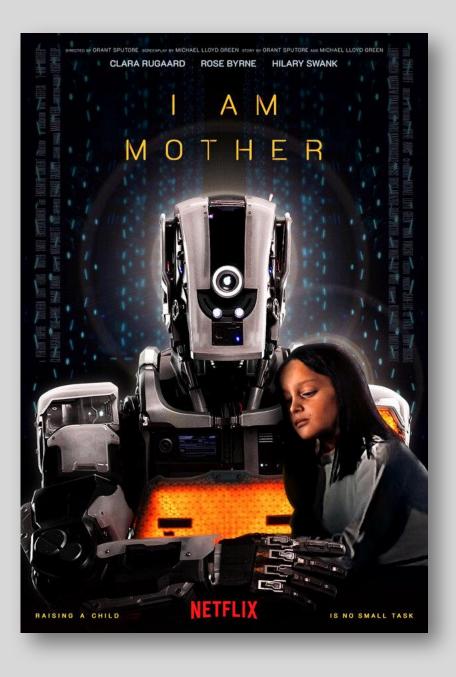# How to *Humanize* Your Online (and Hybrid) Course

How to *Humanize* Your Online (and Hybrid) Course

Topics – 3 Areas:

- Social Needs
- Inclusion: Psychological Safety
- Applicability: Significant Learning

Goal:

During the session we will collaboratively compose a list of strategies and activities to help to humanize your online (and hybrid) courses.

- Identify the child's learning needs
- Are those needs being met?
- Are those needs the same for adult learners?
- Are those needs the same for adult online learners?

Social Needs

- What are some strategies or activities you can use to build community during class?

- What are some strategies or activities you can use to build community outside of class?

Inclusion: Psychological Safety

Definition of psychological safety: "A sense of confidence that the team will not embarrass, reject or punish someone for speaking up." *Dr. Amy Edmondson (HBS)*

Video*: Fostering a Classroom Community of Risk-Taking (*Dr. Robert Keagan, Harvard Graduate School of Education*)

https://instructionalmoves.gse.harvard.edu/inclusivity-and-belonging/step-2-creating-psychological-safety

Image: Istock/nadia_bormotova

Inclusion: Psychological Safety

Quiet Time! (individual reflection time):

How can we foster a psychologically safe environment in an online/hybrid course?

Then, share your thoughts with the rest of the class.

Applicability: Significant Learning

"Rather than create questions and problems with no context, the teacher should strive to create a problem or question that has a meaningful, real, authentic context that the students might well face in the future and that allows the students to actually use recently acquired knowledge and skills."

L. Dee Fink, 2013, *Creating Significant Learning Experiences*

- What opportunities for significant learning do you provide for your students? If you haven't done this yet, what would you plan to do?

COLLABORATIVE GUIDE

HOW CAN WE MAKE OUR ONLINE (AND HYBRID) COURSES MORE HUMAN?

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Resources

Manifesto for How to Humanize Your Course created by workshop participants during the session

Inclusion and Belonging Statement
https://teachingandlearning.knowledgeowl.com/docs/sample-deib-syllabus-statements

Creating Psychological Safety
https://instructionalmoves.gse.harvard.edu/inclusivity-and-belonging/step-2-creating-psychological-safety

DCE's Diversity Statement

In alignment with the core mission of DCE and a shared University-wide commitment to diversity, equity, inclusion & belonging, students are expected to embrace and contribute to a learning environment that is open, welcoming, and collegial. As members of the Harvard community, we strive to create a safe and inclusive environment that encourages the expression of different opinions. Students and instructors, alike, are responsible for conveying respect when interacting with others and honoring the dignity of all community members. Our collective success depends on the ongoing exchange of ideas that occurs when a rich diversity of perspectives, backgrounds, and experiences is allowed to flourish.

This statement was developed by the Diversity, Equity, Inclusion and Belonging (DEIB) Committee