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- Be aware of biases.
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- Be aware of biases.
- Treat students as individual
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- Be aware of biases.
- **Treat students as individual ! ! ! ! ! ! ! !**
- Monitor climate.
Strategies: general

- Be aware of biases.
- Treat students as individual. ! ! ! ! ! ! ! ! !
- Monitor climate.
- Recognize complexity of these issues.
Communication/Fostering Respect.

- Be attentive to terminology.
Communication/Fostering Respect.

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  (E.g. Asian American versus ..., when in doubt be more specific...)

- Learn about groups other than your own.

- Equalize confidence in student abilities.

- Don't protect any group of students.

- Challenge/criticize evenly.

- Praise evenhandedly.
  Not lavishly.

- Be aware of misinterpretations of students nonverbal behavior.
  (Cultural differences: nodding, smiling, physical distance.)
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Defensive Climate in Computer Science Classroom.

By Barker et.al.
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Observed 10 classes for 254 hours.
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CS Classes:

What do you think they found?

Impersonal Environment and guarded behavior.

Stimulus: Little use of names, or personal information (other than guessed by appearance or other obvious.)

"The woman in the red shirt"

Noted: fewer than 30 students enrolled, fewer attended.

Response: No self-disclosure: limited before-class chitchat. Lack of questions, isolated students.
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“Formal hierarchy formed by acquisition and display of status by participants in a social situation and display of status by participants in a social situation and is relevant to the values shared by members.”

What is status in computer science?

Do you see people establishing status in your section?

Professor: “a very smart person, who knows how to create software.”

Professor: “created game software, ...smart students like that...”

Student: “I tried to make sure that ideas from non-technical people could be heard by not making judgements.”

TA: spends whole class on how easy project is.

TA: “You will have no problems. It will be simple.”

Student: “Did you do the project?”

TA: “No. ...I've written five languages commercially – this is all scraps to me. ”

Only 26 passed.

TA: “this test is a slam dunk. Everybody will get a 100%”

Student (loudly): “I have my own web business...

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Student: “You could implement that another way, right?”

Student: “Isn’t it true that it doesn’t work that way in Java?”
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Faculty “..actively seeking ways to encourage interaction in their classes and to re-enfranchise those students who are underrepresented in the major.”
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“Still, the types of interaction we saw in these courses, impersonal communication, guardedness, and jockeying for superior status, ...create...and maintain a defensive communication climate which works against these goals.”