

RAM PLAN SOCIAL JUSTICE PROGRAM PRACTICES



MARKETING

- Open to all students, regardless of their abilities
- Reduced or no cost for participation
- Program available online
- Students can choose between attending online or in-person
- No pre-requisites
- Accessible spaces
- Affirming spaces
- Add "If you require accommodations to participate, please contact X" to promotional materials. Seeing those words may help students with disabilities feel more inclined to reach out for assistance, and potentially attend programs

PROGRAM FORMAT

- Reflects diversity, equity and inclusion standards in the field
- Closed Captioning options
- Inclusive, accurate language
- Alt text on images
- Adobe Acrobat accessibility screen reader function
- Accommodation needs
- Program leaders are experts in diversity, equity and inclusion
- Program leaders are from diverse backgrounds
- Presentation subtitles
- Diversity of images
- Language translation
- Microphone use for large spaces
- Voice over for videos with text
- Using visual queues

CONTENT

- Framework that supports students at the margins
- Consideration of racial history related to the topic
- Land acknowledgement
- Use of universal design practices
- Involves a personal project so students don't have to share in a group setting, if they don't want to
- Social justice topics integrated into educational materials/activities (e.g., advocacy, affirming spaces, identity programs, resources and spaces, facts and myths about graduate school, strategies for making events more accessible, cultural mistrust of institutions, importance of diversity and inclusive environments, impact of discrimination and prejudice, methods for increasing equity and decreasing stigma)

ASSESSMENT

- Assessment is available online
- Provides an opportunity for reflection
- Uses inclusive language
- Task analyses
- Explicit instruction
- Open-ended questions