Top 10 Tips for Advancing Equity

Follow these top tips to help you make your personal tutoring more equitable and inclusive.

"*It is impossible to imagine a future unless we have located ourselves in the present and its history; however, the reverse is also true in that we cannot locate ourselves in the present and its history unless we imagine the future and commit to creating it*"

Anna Stetsenko, 2015

PREFERED NAMES AND GENDER PRONOUNS
Students feel acknowledged when tutors/advisors use their preferred names and gender pronouns when interacting with them. Make sure to use their preferred names and pronouns in correspondence.

RELATIONAL ENCOUNTERS
Respectfully challenging student remarks when they marginalise or devalue another student perspective or experience helps promote positive intra-cultural relations.

POSITIONALITY
Foster students' awareness of their positionality and how gendered, classed and raced subjectivities may play out in relational encounters

SACRED TRUTH SPACES
Co-create sacred truth spaces with students, and when a difficult conversation is anticipated, it is crucial to allow the student to be accompanied by a friend.

PLURIVERSALITY
Co-creating knowledge with students helps foster horizontal relations and ethics of care that foregrounds pluriversal ways of knowing, being and doing.

NON-DIRECTIVE COACHING
Incorporating non-directive coaching approaches to personal tutoring and advising will enable students to identify solutions that work for them.

INVITATION TO DIALOGUE
Periodically inviting students to dialogue through group tutorials to explore their experiences enables an appreciation of multiple truths, realities and differences.

STUDENT HOURS
Using the term "student hours" instead of "office hours" sends a clear message that this time is for students.

Offering a range of times, formats (Teams, Zoom, phone calls, text messages, emails), and structures (1:1 and small group tutorials) will help remove barriers.

CO-CONSPIRATORS
Promote student engagement in becoming co-conspirators who stand in solidarity with their peers and speak out in the face of injustice and oppressive systems.

SOCIAL SUSTAINABILITY
Foster students' solidarity through collaborative projects that promote a sense of community and connectedness.

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