

## Avoiding Microaggressions: Best Practices in Computer Science

### *For inclusivity in the classroom and during mentorship*

	Make it clear (verbally and nonverbally) that you have high expectations for all your students.
	Learn the names of your underrepresented students, and encourage participation.
	When preparing lectures, images and examples should include women and ethnic minorities.
	During office hours, ask students what they want you to know about them and what you can do to help them learn better.
	When giving feedback, consider if you would provide the same comments to a white, straight man. (Example: don't play with your hair when you present)
	When teaching about products/marketability, show the practical side of gendered diversity. (Example: girls and women are gamers too. <sup>1</sup> )
	If you hear an insensitive comment by a student or colleague, address it immediately.
	Professors should call out students who make statements that are not supported by evidence.
	Professors should be honest when they don't know the answer to a question.
	Talk to your student as an individual, not a representation of their ethnic/cultural/gender group
	Conversations about diversity and inclusion should be continuous – not discrete, one-time events.
	Avoid making comments like “race or gender doesn't matter”
	Avoid dismissing an individual who brings up race/culture/gender (Example: dismissing concerns about the lack of female characters in “Silicon Valley” because “It's just a TV show.”)
	It's okay to discuss current events – especially racial or gender charged ones - in the classroom. These events affect student perceptions of inclusiveness and diversity.
	ALL faculty should attend and encourage students to attend workshops or diversity-related events and talks. Otherwise, it perpetuates the stereotype that diversity doesn't impact everyone and risks minority students feeling like they are the only ones advocating for themselves.

### *For professional development*

	Have honest, uncomfortable conversations about what women and minorities face on the job market. If you're not sure, invite speakers! <sup>2</sup>
	Talk about pay. Women and minorities need to know what's comparable. <sup>3</sup>

<sup>1</sup> <http://www.washingtonpost.com/posteverything/wp/2015/03/04/im-a-12-year-old-girl-why-dont-the-characters-in-my-apps-look-like-me/>  
and resulting actions <http://www.techtimes.com/articles/45213/20150409/heres-what-happens-when-a-12-year-old-girl-takes-on-the-video-game-industry.htm>

<sup>2</sup> <https://medium.com/@sailorhg/coding-like-a-girl-595b90791cce>

<sup>3</sup> <http://qz.com/382772/to-fight-income-inequality-tell-your-friends-how-much-you-make/>