



## **5 Easy Ways to Encourage Equitable Class Participation**

### **1. Establish Positive Norms Early.**

Ask students to be aware of how and when they are participating. Stress that you would like to hear from everyone in the class, rather than the same voices again and again.

### **2. Try On-Call Lists and Cold**

**Calling.** Create a class participation system that does not rely entirely upon volunteers, and use it consistently. Practice some form of cold calling or create an on-call list for each class period.

### **3. Use the Five-Second Rule.**

When soliciting questions or comments, wait five seconds before calling on a volunteer, rather than simply selecting the first student to raise his or her hand. Some students may take longer to formulate their thoughts than others and waiting will often allow for a more diverse range of voices.

### **4. Give Students a Heads Up.**

At the end of each class, preview the questions you plan to examine in the next class period. This will allow students to read class materials with those questions in mind and come to class better prepared to participate.

### **5. Encourage All Students to Attend Office Hours.**

Make it clear that you would like to see all students in office hours at some point during the semester to discuss the class, ask questions, or simply introduce themselves. Include information regarding the location and time of your office hours on the course website and the syllabus.



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