

"Pro-tip from one of my first college physics classes - Don't draw boobs on your stick figures. It's alienating."

Take-aways from Aguilar, Walton, and Wieman (2014)

1. Acknowledge that [students] feeling excluded or like [they] don't belong does not indicate [they] don't.
2. Focusing on student's ability to improve rather than suggesting that ability is fixed (Growth mindset: see Carol Dweck's book for more)
3. Having students affirm their values (I found this one surprising, but they suggest it has a high impact)
4. Assure students that critical feedback is a reflection of high standards and the professor's confidence they can reach those standards."

"Specifically, I think the important parts for LGBTQ students are that profs should understand what LGBTQ means, especially the T; they should never split the class by gender for any reason (eg "all the men stand up"); zero tolerance for homophobic comments (including "that's so gay"); learn what names and pronouns your students want you to use and THEN USE THEM.

They should also be aware that black and Hispanic male students are shown to be less likely to ask for help, so it may be worth setting up mandatory meetings with individual or small groups of students to make sure none fall through the cracks. [Don't only pick out the minority students – AMK]

*They should also understand impostor syndrome and stereotype threat, and I'd recommend actually talking to the students about imposter syndrome at the beginning of the year. One effective way to tackle it has been for students from previous years (e.g., the TAs) to tell the class that they're bound to feel overwhelmed at some point, but *this is normal* and doesn't mean that they don't belong there."*

"Always asking for preferred names in case the student's legal name on the roster is not the one they're comfortable using. Bonus points for asking pronouns!"

"This sounds really minor, but often small talk about family and family-specific holidays (Thanksgiving, Christmas or birthday plans, etc.) is really embarrassing and isolating. Not everyone has a great relationship with their families, especially many LGBTQ people, and being faced with seemingly innocent inquiries forces me to either talk about that history or make up a lie. I really wish that family-talk was left alone until people are comfortable enough to bring it up themselves."

"Physicists often treat industry jobs as "back-up" plans or jobs for 2nd tier grad students. However, women and other URM often place societal needs much higher in their priorities than white males. Industry can be more attractive than basic research to those who want to 'change the world'. Treating industry like a dirty word can kill motivation in those students and make them feel inferior or ostracized."