

Creating more inclusive learning experiences

English UK ELT Conference

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In this session

1. What is ILXD? Why does it matter?
2. 3 key ILXD insights
3. How can we create more inclusive learning experiences?
4. Top tips and resources for inclusive learning
5. Q&A / Get in touch



1.

What is ILXD?

Why does it matter?





Your turn!

Please:

1. Go to www.menti.com and enter code **8077 9653**.
2. Answer the question.
3. Add any extra comments in the chat box.



Background

- Definitions of ‘inclusion’ vary...
- ...but definitions of ‘exclusion’ are unanimous. It’s about being left out! ([Kat Holmes, 2018](#))
- COVID-19 has accelerated the trend towards online learning...
- ...and issues of inequality and exclusion have been exacerbated.
- With ample time, resources and training, online learning can be excellent. But did everyone have these in 2020? What about 2021?



Let's build back fairer.

For those who routinely experience discrimination or marginalisation, inequality is not news, but for others, 2020 was a wake-up call.

Responsibility for meaningful change lies with gatekeepers: learning providers and all those who uphold unfair systems.



ILXD = Inclusive Learning Experience Design

We consider a learning experience to be inclusive if it is truly informed by learners' unique backgrounds and needs, aiming for every learner to be able to participate fully, and ready to meet new needs when they arise.



2.

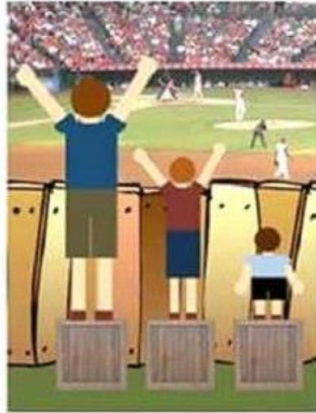
Three key ILXD insights



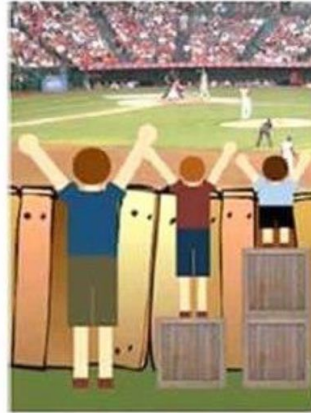
'Equality' is not 'sameness'.

✗ Ignoring differences

✓ Embracing differences



equal
treatment



fair, inclusive
treatment



removal of
systemic
barriers



'Design for one, extend to many'

Originally intended for

Also helpful for

Closed captions:

People with hearing loss

Loud environments
Language learners!



'Design for one, extend to many'

Originally intended for

Dropped curb: Wheelchair users



Also helpful for

People with pushchairs
People with luggage



'I don't feel as disabled as I normally do!'

– University professor who uses a wheelchair, and who has been teaching online since spring 2020.





Your turn!

Please:

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3.

**How can we create more
inclusive learning
experiences?**



During
development of
a learning
experience

During a **live**
learning
experience

When evaluating
an **existing**
learning
experience



There are 4 broad factors that can affect the inclusiveness of a learning experience.

Each of these can have an influence at different levels.



**The Learner
(WHY?)**

**Environment
(WHERE?)**

**Materials
(WHAT?)**

**Interactions
(HOW?)**

**INSIDE
OUT**

**Focus on
the very
specific**

What's built in to the learning experience itself?
What do learners themselves bring to the experience?

**BIG
PICTURE**

**Bigger
picture of
learning**

What is not built in to the learning experience itself but is still required for learners to participate fully?

**OUTSIDE
IN**

**Not
limited to
learning**

What may seem unrelated to learning but will almost certainly affect the learner's experience?



**The Learner
(WHY?)**

**Environment
(WHERE?)**

**Materials
(WHAT?)**

**Interactions
(HOW?)**

Focus on the
very specific

**INSIDE
OUT**

Is the content
accessible to a
range of learners
with different
abilities?

Big picture of
learning

**BIG
PICTURE**

If a learner's
physical study
environment isn't
ideal, how can we
support them?

Have we allowed
for individual
learner choice or
preference?

Not limited to
learning

**OUTSIDE
IN**

Does the learner
see their own
lived experience
in the learning
content?



One element of Inclusive LXD is a focus on the individual and their needs.

How is this different to a standard **needs analysis** process that teachers or educators go through?



How can the learner's
physical environment
affect their experience of learning?



How can learning design be
made more **representative**
of diverse learners?



What issues do learners face in terms of
digital access and connectivity?



Your turn!

If your learners are currently studying at home, is their home environment well set up for learning?

Please share your experiences in the chat box.



What do we do about the parts of
an online learning experience
that we **can't control**
or that we have less control over?



**The Learner
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4.

Top tips and resources for ILXD



Your turn!

Based on what we've seen so far, and on your own experience, what top tips would you recommend for more inclusive teaching and learning online?

Please type your ideas into the chat box.



Top tips for ILXD

- Remember to consider the **whole** learner.
- **Empathy** is a start, but **action** is an essential next step.
- Build in **flexibility** and **adaptability**.
- Encourage **choice** and **direct input** from learners.
- **Everyone** benefits from more inclusive practices.
- Look at the whole **system**, not just its parts.



Top resources for ILXD

LearnJam's Cards for Inclusive Learning:
<https://learnjam.com/cards-for-inclusive-learning/>

CAST's Universal Design for Learning principles:
<https://udlguidelines.cast.org/>

Mismatch by Kat Holmes (MIT Press, 2018):
<https://mitpress.mit.edu/books/mismatch>

And we'll continue to blog about what we're learning at
<https://learnjam.com/blog/>



Thank you!

Any questions?

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**LEARN
JAM** >>>