



BROWN  
Office of Institutional  
Equity and Diversity

# Tips for Maintaining Equity and Inclusion while Learning in a Virtual Space

The Office of Institutional Equity and Diversity is committed to maintaining an inclusive environment for the entire Brown community during this difficult time. As the remainder of the semester is being conducted remotely, all members of the community are encouraged to keep equity and inclusion at the forefront of their interactions. Below we share a list of ways you can help to ensure that we continue to uphold our values in regards to diversity, equity, and inclusion.

- Be mindful of the ways in which a crisis can impact various communities and how individuals from different backgrounds (race, ethnicity, age, religious affiliation, socioeconomic status, gender, sexual orientation, etc.) may have varying responses to the same situation based on their lived experiences.
- Be cognizant that during a global crisis there may be increased tension and heated discussions. If these moments lead to a [bias incident](#) occurring, you can [report incidents of bias](#) to the Office of Institutional Equity and Diversity for resources and support information.
- Use good judgement when communicating about the pandemic. Never use the term “Chinese Virus”. Refer to the virus as either “COVID-19” or “coronavirus” in both oral and written communications. Do not use derogatory terms that target certain communities – particularly those of Asian descent in this instance.
- Use language that exhibits respect and sensitivity to all constituents you are communicating with (peers, staff, faculty). As one example, you can use generic greetings like, Hello Everyone, when addressing your peers or large numbers of individuals in emails, announcements, and video conferences to avoid gender-specific language.
- Maintain connections with your support network. You may find yourself in need of new supports to be successful in your online courses or feel like you need guidance to process how to plan for the future personally and professionally in the current environment of uncertainty. Take advantage of virtual open hours and events hosted by academic deans, identity centers, and CAPS to stay connected and supported during this time.
- Be kind. Be flexible. Be adaptable. Remember that people may be operating with limited resources and could have additional stressors during this time (family member ill, family member lost a job, housing insecurity, food insecurity, etc.).

All members of our community are encouraged to use the [Brown University COVID-19 website](#) for the latest updates and view the references and resources listed below for additional information. Students are especially encouraged to review the [remote learning](#) area of the website, which includes ways to connect with the Writing Center, English Language Support, Academic Tutoring and Coaching, as well as [Student Accessibility Services](#).

## References and Resources:

[Equity and Inclusion During COVID-19](#), University of California