



Designing Inclusive Courses: Anti-Racist Pedagogy Tool Kit

Creating a Safe and Supportive Classroom Environment Tool Kit

This Tool Kit focuses on creating a safe and supportive classroom environment; a foundational concept of anti-racist teaching and learning. Students are more willing to participate, take risks, and share their lived experiences when they feel respected, valued, and protected from discrimination. As you plan your courses, consider how your expectations, content choices, and learning activities can foster trust and inclusion. Make space for diverse voices and provide multiple avenues for participation; ensure learners understand that racism, microaggressions, and biased behaviour will not be tolerated; and integrate materials and examples that represent the full diversity of the communities you teach. By intentionally designing opportunities for reflection, dialogue, and cross-cultural interaction, you help cultivate a learning environment where all students—and you as the instructor—can show up authentically, engage meaningfully, and thrive.

[**Click here to access the resource**](#)



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Personalizing Territorial Acknowledgements Tool Kit

This Tool Kit focuses on personalizing territorial acknowledgements - inviting us to move beyond routine, generic statements toward genuine, place-based commitments. Ground your words in the histories and living presence of local Indigenous Peoples and reflect on your own relationship to the lands you visit, learn, and work upon. Begin with KPU's Territorial Acknowledgement procedures as a guide, then make it your own - speaking from the heart; consider including naming Treaty responsibilities, recognizing the harms of colonization, and outlining how you will act in support of Indigenous communities. Let reflective questions lead you: Why this acknowledgement here, today? Whose territory am I on? What does this place mean to me? How will I ensure respect, accountability, and action beyond words? When acknowledgements are personalized and reflective, they help create safer, trusting spaces and model anti-racist practice for students and colleagues.

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Microaffirmations Tool Kit

This Tool Kit focuses on providing microaffirmations - small but meaningful acts that help to foster more inclusive, supportive, and anti-racist learning environments. Through gestures of recognition, validation, encouragement, and protection, microaffirmations counteract the harm of microaggressions and help ensure that students - especially those who are racialized, marginalized, and equity-seeking - feel seen, valued, and respected. These actions can include acknowledging students' contributions, listening attentively, using welcoming verbal and nonverbal cues, and affirming the diverse expertise and identities within the classroom. When practiced intentionally, microaffirmations strengthen students' sense of belonging, increase confidence, and foster trust. By integrating them into everyday teaching, alongside culturally responsive curriculum design and equity-minded pedagogy, instructors actively disrupt bias and contribute to learning spaces where all students can flourish.

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Designing Inclusive Courses: Anti-Racist Pedagogy Tool Kit

How OERs Support Anti-Racist Pedagogy & Resources at KPU Tool Kit

This Tool Kit focuses on the use of Open Educational Resources (OERs) as powerful opportunities to advance anti-racist and anti-oppressive teaching practices. Because OERs are openly licensed, adaptable, and freely accessible, they help reduce economic barriers - particularly for racialized students disproportionately affected by the high cost of traditional textbooks. OERs also allow instructors to select, modify, or co-create materials that better reflect the diversity of their learners, integrating perspectives, examples, and authors that are often absent from conventional publishing. This flexibility supports representation, fosters student agency, and shifts classroom dynamics toward more collaborative and equitable knowledge-building. By thoughtfully adopting and adapting OERs - while remaining attentive to issues of author bias, inclusive language, and meaningful representation - educators can create learning environments that honour multiple worldviews and extend access to high-quality, culturally responsive resources.

[Click here to access the resource](#)



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Racial Microaggressions Tool Kit

This Tool Kit focuses on racial microaggressions, whether intentional or unintentional, and how subtle slights, comments, or behaviours that demean or invalidate the identities and lived experiences of racialized people and impacts their learning and the learning environment. Although often dismissed as minor or harmless, their cumulative impact can cause significant psychological harm, reinforce stereotypes, and perpetuate systemic inequities in learning spaces. Understanding what microaggressions are, how they manifest, and how they affect students is essential for anti-racist pedagogy. Educators play a critical role in recognizing and naming microaggressions, supporting those who experience them, and addressing harmful behaviour when it occurs. By learning effective response strategies (such as redirecting conversations, asking probing questions, clarifying values, and offering concrete next steps) instructors can help disrupt patterns of harm and model accountability within the classroom. This work helps build safer, more respectful, and more inclusive educational environments for all learners.

[Click here to view the resource](#)



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Implicit Bias Tool Kit

This Tool Kit focuses on understanding and reflecting on implicit bias as essential to fostering inclusive and anti-racist learning environments. Implicit biases - unconscious attitudes or stereotypes that shape our perceptions and decisions - can influence how we teach, how we respond to students, and how we design curriculum, even when our intentions are equitable and just. By engaging in ongoing self-reflection and using evidence-based tools, instructors can uncover the mental models that guide their behaviour and begin developing strategies to address and change them to support teaching and learning. This process empowers educators to more intentionally disrupt inequities, reduce harmful assumptions, and create classroom spaces where all learners feel respected, seen, and supported. Recognizing implicit bias is not a one-time activity but a continual practice that strengthens our capacity to teach with awareness, humility, and care.

[Click here to view the resource](#)



Designing Inclusive Courses: Anti-Racist Pedagogy Tool Kit

From Detecting an Author's Bias to Writing Bias-Free Tool Kit

This Tool Kit focuses on evaluating course materials for bias, which is essential for fostering an anti-racist learning environment. Bias - whether intentional or unintentional - can shape how information is presented, whose voices are amplified, and which perspectives are silenced. Without careful examination, inaccurate, misleading, or racially biased content can reinforce harmful stereotypes and uphold colonial narratives. Encourage learners to question the sources they encounter: Who is the author? Whose knowledge is represented, and whose is missing? What assumptions, language choices, or omissions point to bias? Alongside this, model and teach bias-free writing by emphasizing precision, respectful language, and awareness of power and privilege. When students learn both to detect bias in texts and to communicate without perpetuating it, they develop stronger critical thinking skills and contribute to more equitable, truthful academic discourse.

[Click here to view the resource](#)



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How Authentic Assessments Support Anti-Racist Pedagogy & Resources at KPU Tool Kit

This Tool Kit focuses on authentic assessments as a powerful alternative to traditional ones by valuing learners' real-world skills, diverse experiences, and multiple ways of knowing. Rooted in application, interpretation, and performance, authentic assessments can mitigate biases often embedded in standardized or conventional evaluation methods - biases that disproportionately impact students from racialized and equity-denied groups. By inviting learners to demonstrate understanding through problem-solving, projects, reflection, collaboration, and community-relevant tasks, instructors create opportunities for more inclusive and holistic demonstrations of learning. This approach honours cultural diversity, elevates varied perspectives, and reduces reliance on narrow definitions of "correct" knowledge shaped by dominant norms. When developed intentionally and aligned to the course learning outcomes, authentic assessments allow students to see their identities, strengths, and lived experiences reflected and valued in their academic work.

[Click here to view the resource](#)



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Intersectionality of Race and Disability Tool Kit

This Tool Kit focuses on understanding the intersection of race and disability and the creation of equitable learning environments where all students can fully participate. Intersectionality highlights how multiple social identities (such as race, disability, gender, class, or religion) combine to shape lived experiences in ways that are not simply additive but deeply intertwined. For racialized students with disabilities, the combined effects of racism and ableism can result in heightened barriers to access, representation, and inclusion within curriculum, pedagogy, and classroom dynamics. By reflecting on how these intersecting systems influence student experiences, instructors can more intentionally design learning materials that are both accessible and culturally responsive. Integrating diverse voices, addressing structural inequities, and ensuring that accessibility practices also reflect racial diversity helps create learning spaces where all identities are recognized, valued, and supported.

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Designing Inclusive Courses: Anti-Racist Pedagogy Tool Kit

Anti-Racism Presentation Design

This Tool Kit focuses on designing presentations, lecture materials, and related resources through an anti-racist and anti-oppressive lens.

This intentional design requires thoughtful preparation and a commitment to inclusive messaging. The images, language, and examples we choose shape how learners understand themselves and others - and can either reinforce stereotypes or help dismantle them.

When planning presentations, consider who is represented, who is missing, and how your content may impact racialized and marginalized learners. Use diverse images that avoid stereotypes, integrate gender-neutral and bias-free language, and draw on perspectives that extend beyond dominant narratives. Remember that your own cultural references and experiences are not universal; instead, curate materials that reflect a broad range of identities and ways of knowing. By designing presentations with intention and care, you contribute to a learning environment where all students feel seen, respected, and included.

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