

Creating Diverse, Equitable and Welcoming Learning Environments in Business Education

Where do I start if I want to include Diversity and Equity in my course?

This 90-minute workshop will explore, collaboratively with participants, best practice on nurturing and facilitating **diversity in the classroom**. It will also facilitate valuable conversations on equity and inclusiveness and **equip participants with the necessary tools to create welcoming learning spaces for all students**. The workshop will do this firstly by drawing on the pedagogical principles of Baxter-Magolda's (1992; 1999) Constructivist-Developmental Pedagogy. In doing so, participants will have the opportunity to explore these principles in detail and investigate how they can be practically applied to any field of business and economics education, actively designing learning experiences about diversity for students.

This workshop aims to leave participants **with numerous practical tools** that assist in facilitating diverse, equitable and welcoming learning spaces, in and out of the classroom, that they can apply directly to their own diverse institutional contexts.

It is a open to everyone – all *ranks*, experiences with diversity, teaching experiences are more than welcome!

Presenter



Alessandro Ghio is an Assistant Professor of Financial Accounting at Laval University (Québec). Alessandro holds a Ph.D. in financial accounting from ESSEC Business School (Paris, France) and a Ph.D. in management from the University of Pisa (Pisa, Italy). Their research focuses on issues surrounding the sociology of the accounting profession (in particular, about issues concerning women and queer people in the accounting profession), and corporate social media communication. Alessandro has published in several leading academic journals and co-authored three books. Alessandro is an associate editor of *Accounting Horizons*. They teach the capstone course "Seminars in Accounting" and received the prestigious 2019 Global Award 'Ideas Worth Teaching' by the Aspen Institute (NYC, USA). Alessandro is passionate about academic activism and they are the co-instigator of the projects "Queering Accounting" and "Working Women and Wellbeing". They currently serve on the Financial Authority Market (Québec) - Financial Reporting Advisory Committee.

References

Baxter Magolda, M. (1992). *Knowing and reasoning in college: Gender related patterns in students' intellectual development*. San Francisco: Jossey-Bass Publishers.

Baxter Magolda, M.B. (1999). *Creating contexts for learning and self-authorship: Constructive developmental pedagogy*. San Francisco, CA: Jossey-Bass.