

Twelve Inclusivity Practices WC|TS Tutors are Trained to Engage in with Their Peers

1. Give students space to share their personal pronouns and preferred name. *Students, you may sign in using your preferred name on our WOnline if you go to the “edit profile” option under the welcome screen in the top right corner when you log in.*
2. Create accessible areas keeping in mind light, noise, furniture, and availability in hours for online and in-person tutoring. *You’ll notice we have asked if there are any accommodations we should prepare for you. Please let us know if you’d like us to schedule a study room in which to meet with you. When you arrive, our tutors will let you choose where you’d like to sit.*
3. Hire competent tutors from a diversity of backgrounds (majors, ages, races, genders, etc.). *We hire after a rigorous interview process. We’re looking for those individuals who are empathetic listeners, supportive peers, and who come from a diversity of experiences.*
4. Make it clear that hate speech will not be tolerated in the space. *As indicated on our website, we do support divergent ideas (political differences, religious diversity, assorted argumentative and academic claims, etc.) but not dangerous ideologies (racism, sexism, xenophobia, and so forth). If we find you are in violation in any way, your use of our services will be revoked.*
5. Train tutors in inclusive practices. *Our tutors read, watch videos, and practice inclusive skills regarding a variety of diverse topics including accessibility, support, mental health, LGBT+ allyship, and antiracist pedagogy.*
6. Offer tutors guidance on inclusive practices but also let them offer guidance as well based on their own wealth of experiences. *Our tutors share their own lived experiences to further campus diversity efforts.*
7. Create resources for inclusivity. *The resources section of our website boasts a variety of handouts and workshops to support writers from across the curriculum. We also provide videos and regular updates on our social media.*

8. Be comfortable with silence. Allow the tutee to share their story in the ways that are most authentic to them. *Tutors in the WC|TS are trained to listen. Often, this practice means not rushing to fill silences but instead giving their tutees time to think through their ideas.*
9. Be engaged in campus efforts to enact change. Create our own campus efforts. *The WC|TS tutors are involved in a variety of campus RSOs. We also work to create spaces for change including our Writing for Protest workshop each semester.*
10. Spend time in professional development on inclusive practices supporting movements on antiracism, ending sexism, promoting accessibility, supporting religious freedom, etc. *Each semester during our all-staff meetings, tutors work on inclusive practices between determining our mission statement, creating resources for inclusivity, and updating resources to be more inclusive. We also spend a lot of time discussing current events and how to fold them into our space.*
11. Check in with your students. *Tutors are trained to notice differences in their peers and address them in safe and resourceful ways. Including offering support and additional campus resource recommendations.*
12. Provide a list of other campus resources. *This list is included in our writing center where our printed handouts are kept.*