



# Design for Inclusion

PTK Symposium  
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## Vision

The University of Maryland strives to create an inclusive environment where every member of our community feels that they belong and are empowered to reach their full potential.





# Welcome!

## Learning Outcomes

Participants will be able to:

- Explain what a stoke is and why it is useful.
- Frame an inclusion-related “problem” as a variety of questions.
- Utilize creative brainstorming techniques to develop possible solutions to an inclusion-related challenge.
- Evaluate the appeal of seemingly unfeasible ideas for feasible solutions.



# Stoke! Remember When...?

- Breakout rooms
- Someone start with fake shared memory.
  - Remember when we fell into the sewer?
  - Remember when we went skiing in the Swiss Alps?
- Next person builds on the memory.
  - Yes, and then... we met the sewer people.
  - Yes, and then... we rented a snowmobile.
- Keep it going!

# What Is Design Thinking?

a collection of methods and mindsets that help you address complex problems in an innovative way.



# The Practice Problem

You have noticed that students of color are not actively participating in classroom discussions

Reframe the Problem into a Question we can explore.

**How Might We .... ?**

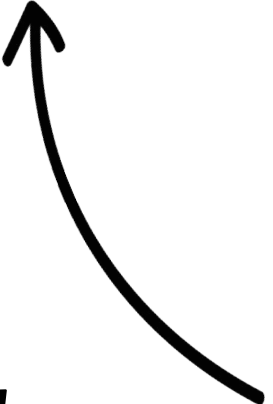
*invites possibilities*



*we may fail*



*as a team*





# Define the Problem

Reframe the issue into a question.

- A single problem can lead to many questions.
- Starting with the right question is vital to an effective solution.
- Questions might focus on:
  - alleviating a tension
  - questioning an assumption
  - exploring the opposite
  - changing the status quo





## Example

**A frenzied mother of three rushes to her gate to find out her flight is delayed. She has to entertain her playful children to avoid irritating already-frustrated fellow passengers.**



Reframe to:

- **alleviate tension:**

How might we help separate the kids from the other passengers?

- **question an assumption:**

How might we remove wait time altogether?

- **explore the opposite:**

How might we make wait time the most exciting part of the trip?

- **change the status quo:**

# Your Turn: Reframe the Question

How might we...?

- alleviate a tension
- question an assumption
- explore the opposite
- change the status quo



**students of color are not participating in class**

**Some Options:**

How might we eliminate barriers to class participation?

How might we create a course (or lesson) that centers students of color first?

How might we develop participation method(s) that inherently includes all students?

How might we teach white students about more inclusive participation?

How might we signal our genuine interest in hearing from students of color?

# Generate Ideas



## **Defer judgment.**

Focus on idea generation, not idea selection. For now, suspend critique, knowing that you'll have plenty of time to evaluate the ideas after the brainstorm.



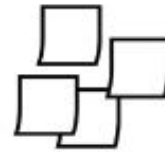
## **Build on the ideas of others.**

Listen to and add to the flow of ideas. This will springboard your group to places no individual can reach alone.



## **Be visual.**

Display each idea on the wall with a quick, descriptive phrase or sketch.



## **Go for quantity.**

The best way to have a good idea is to have lots of ideas.



## **Encourage wild ideas.**

Breakout ideas can be found right next to the absurd ones.



## **Headline.**

Capture the essence quickly and move on. Don't stall the group by explaining the fine details of a complex idea.



## **One conversation at a time.**

Maintain group momentum. Save side conversations for later.



# Remember our Stoke?

Why did we do it?

# Your Turn: Generate Ideas Individually

Brainstorm on your own.

Come up with at least 3 possible solutions.

Add them to your Room's Jamboard



# Your Turn: Generate Ideas In Community

Every idea gets its own “post-it.”

First, share your ideas & post them.

Then get inspiration from those and keep going.

Move quickly; quantity over quality.

We love wild ideas. Forget feasibility!

Look for radical constraints



## How was that?

- What was difficult about this?
- How do your initial ideas compare to the group brainstorm ideas?
- How do you think your colleagues would react to this style?

### Other ways to enhance brainstorming

- Radical constraints
- Analogous problem



# Your Turn: Idea Selection

Review your post-it wall.

Select the one idea that gets you the most excited or could make the biggest impact. (Don't worry if it is not feasible.)



# Solutions

- What did we come up with?
- Is it feasible?
  - If no, why do we love it?
  - Is there another solution that captures that feeling?
- What next?
  - prototyping
  - testing

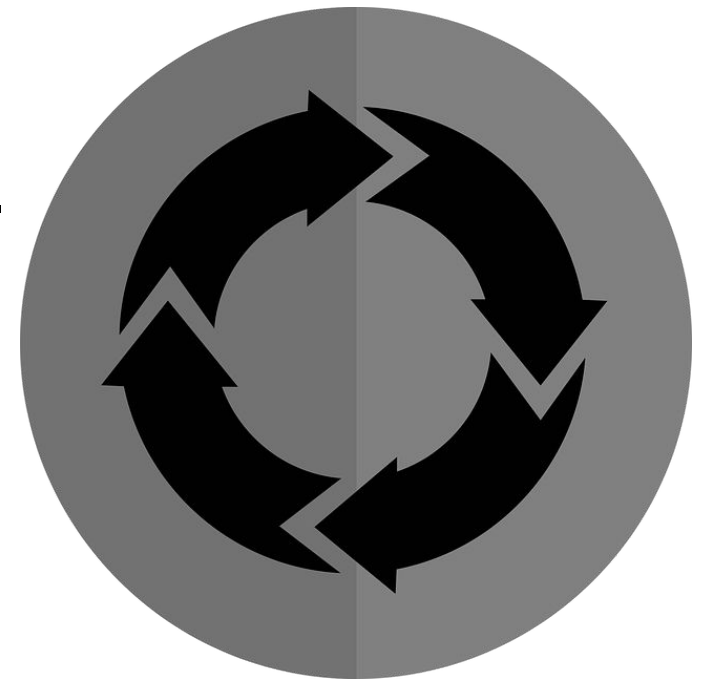
# Prototype. Test. Iterate. Repeat.

Your challenge:

- Share your prototype with colleagues.
- Get their feedback.
- Update your prototype based on feedback.
- Get more feedback.

Implement your solution!

- Get feedback. etc.





# Thank you! Learn more

**UMD Academy for Innovation & Entrepreneurship:** <http://innovation.umd.edu/learn/>  
**Collection of Articles & Resources about Design Thinking:** [bit.ly/DesignThinkingStuff](http://bit.ly/DesignThinkingStuff)

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