

Spring 2026



CENTER FOR
**INCLUSIVE
EXCELLENCE**

Spring 2026

Subscribe to the [CIE mailing list](#) to receive weekly emails with registration links!
You can also use the [CIE Events Calendar](#)

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Programming Table of Contents

Unless otherwise noted in the program's description, and excluding the asynchronous section, all offerings are conducted synchronously via Zoom.

[CIE Office Hours \(virtual\)](#) - First Monday of the month 1-2pm - [Drop-in](#) to discuss diversity planning, equity-minded hiring, inclusive and anti-oppressive pedagogy, or anything else!

[CIE Workshops and Seminars](#) - Weekly stand-alone and serialized programs. Everyone is welcome to attend any program (unless otherwise stated). Some are designed for specific environments or audiences:

[STAFF DEVELOPMENT FOCUS](#)

Programs intended primarily for represented and administrative staff.

[CLASSROOM FOCUS](#)

Programs intended primarily for the classroom setting and faculty processes.

[Learning Communities](#) - Groups that meet regularly over the semester to dive deeper into specific topics related to issues of equity and inclusion. Community meetings are synchronous and may be in-person or virtual.

[Asynchronous Learning Options](#) - For anyone who prefers to learn at their own pace, these are options for learning without attending a live event. Register in CSULearn first to be sent access to the online learning via email.

[Offerings for Students](#) - Do you want to share CIE content that you've learned with your students? See our synchronous and asynchronous offerings below.

[Personalized Presentation Requests](#) - *When capacity allows, we can edit and design versions of our programs to meet needs/interests of your team. We invite you to [complete our Request Form](#) to start the conversation of bringing a CIE Diversity Professional to a team meeting/retreat/set time for a personalized presentation.*

Disclaimer

All CIE programs are [open and available to all](#), regardless of race, sex, color, ethnicity or national origin.

All CIE programs aim to build equitable and inclusive community spaces for learning, often while simultaneously addressing issues that can be sensitive and/or challenging. To ensure that these conversations stay productive, participants are expected to follow our [community agreements and the SDSU Principles of Community](#). Facilitators will always aim to address with empathy any behaviors that are inconsistent with these agreements; however, we do reserve the right to remove and/or prohibit from future participation any participants whose disruptive behavior persists. By registering, you indicate that you have read and agree with this statement.

CIE Workshops and Seminars

Events in this section are synchronous on Zoom (unless otherwise indicated). Most require advance registration via CSULearn with links provided in our [weekly newsletter](#).

[Practicing Leadership in Teams](#)

Thu, Jan 22, 11am-12pm

Working well on teams is an essential part of any job. At the same time, many people have had negative experiences trying to work well in groups and on teams and those experiences can result in trust issues, conflict, and unmet goals. In this workshop, attendees will have the opportunity to learn about the necessary work of each stage in a team's lifecycle, connect these concepts to practicing leadership, and identify opportunities for practicing leadership on teams now and in the future.

[De-escalation Strategies for Difficult Situations](#)

Wed, Mar 2, 10am-12pm

Tue, Mar 9, 9:30am-12:30pm

Many offices and departments at SDSU have staff who are public- or front-facing, and those folks are often the first point of contact for a variety of people. This includes people who might be frustrated, angry, experiencing some sort of crisis, or any other variety of things that might need to be addressed in the moment while keeping everyone involved safe. This training session will offer strategies for de-escalating tense interactions, have attendees identify the strengths of their conflict style, and practice ways to apply their strengths in hectic moments.

[Celebrate APIDA Heritages this Spring 2026](#)

Wed, Feb 4, 1-2pm

Lunar New Year, Mes CHamoru, Holi Festival, APIDA Heritage and History Month...oh my! In this session with the APIDA Center, learn about all the different APIDA heritage

celebrations we will be amplifying this Spring 2026. Participants will get a sneak preview of our plans and gain some strategies for supporting these cultures in your courses and/or programs.

Age Matters: Lifelong Learning, Age-Friendly Tools, and What Comes Next

~~*Wed, Feb 11, 11:30am-12:30pm Cancelled*~~

Ageism can manifest both overtly and subtly, particularly in the complex social dynamics of college campuses. The demographics of students, staff, and faculty are set to change significantly, with a predicted increase in enrollment among "nontraditional-aged" students. Despite these shifts, ageism persists. This session introduces ageism and its impact on college campuses, exploring why age inclusion matters and how it intersects with accessibility and equity. Participants will learn the role staff play in fostering an age-friendly environment and discover the SDSU Center for Excellence in Aging and Longevity (CEAL), which advances age-inclusive work through education, partnerships, and campus engagement. Presented by Jocelyn Protopappas, Manager of Special Projects at CEAL.

Know Your Rights: Free Immigration Legal Support at SDSU

Tue, Feb 17, 11am-12pm

Join us for an informative presentation on Higher Education Legal Services (HELs)—a free, trusted immigration legal resource available to SDSU students, faculty, staff, and their families through the Monarch Unity Resource Center (MURC). Learn how HELs, in partnership with Jewish Family Service of San Diego, provides on-campus immigration legal services, including consultations, DACA renewals, form assistance, and Know Your Rights education. This presentation will highlight how HELs empowers immigrant communities by offering accessible, high-quality legal support while honoring dignity, intersectionality, and lived experiences. Whether you are seeking legal support for yourself or a loved one, or simply want to learn about your rights and available resources, all are welcome to attend.

Recognizing the Impact of World Events on the Workplace

Thu, Feb 19, 11am-12pm

One of the many ways workplaces can be more inclusive and create a sense of belonging is by recognizing the impact of world events on people's lives and work. This is especially important in diverse teams (which all of our teams are) because something that is deeply impactful for one person may barely register with another. At the same time, it can be challenging to keep up with the seemingly constant stream of news, disasters, and troubling events that happen on a daily basis. This session will discuss the pro-active measures people and teams can take to be supportive and identify strategies and resources to mobilize if and when people on our team are impacted.

[Digesting the Facts with Snacks: A chat with the MURC Associate Director](#)

Tue, Feb 24, 11am-12pm

Join the Associate Director of the Monarch Unity Resource Center for a conversational discussion on the center's services and service populations. Bring your burning questions, as conversation will be the name of the game. If you'd appreciate the run through of services before this discussion, you can find the recording of the fall semester presentation, [Understanding and Supporting Our SDSU Undocumented & Mixed Status Immigrant Community](#), on the CIE YouTube Channel. The conversation will close with a tour of the Monarch Unity Resource Center, located in Arts and Letters (AL) 202, just a short walk from the Employee BREAK Room in Professional Studies and Fine Arts (PSFA) 110.

[Understanding Ableism](#)

Wed, Feb 25, 12-1pm

A combination of previous Ableism 101 and 102 programs, this session will define ableism, discuss the way it manifests on campus (physically and attitudinally) and share ways to counter ableist actions and attitudes. Facilitated by Administration, Rehabilitation and Postsecondary Education (ARPE) professor and disability scholar, Dr. Toni Saia.

[Breaking the Sex Binary](#)

Thu, Mar 5, 11:30am-12:30pm

Breaking the Sex Binary explores the socially constructed categories of sex assigned at birth, and how they impact the gender binary, the intersex community, and the transgender community.

[Understanding and Engaging with the Center for Intercultural Relations \(CIR\)](#)

Tue, Mar 17, 11am-12pm

Join us for an overview of the Center for Intercultural Relations (CIR), a campus hub that supports all SDSU students, particularly those navigating diverse cultural, racial, ethnic, and intersectional identities. This session will provide an overview of CIR's identity-centered programming, community building, student success support, and intercultural learning opportunities. Attendees will learn how CIR supports students through advising, leadership development, affinity-based communities, and heritage month initiatives, including Jewish Heritage Month, SWANA Heritage Month, and Ramadan engagement. The session will also touch on the layered dynamics present within SDSU's student communities, including the ways some students form bonds more strongly through shared religious identity than through cultural background alone. Participants will gain insight into how CIR navigates these intersections to foster inclusive, welcoming, and culturally informed spaces across campus.

[Practicing Leadership in Hectic Times](#)

Thu, Mar 19, 10:30am-12pm

Leadership is a tricky concept to define. Almost everyone defines it differently and most people believe they know it when they see it. Hectic moments also bring into focus when leadership is needed and often highlight where it has been missing within teams and organizations. This workshop will offer opportunities for attendees to examine the differences between leadership and authority, identify the tasks needed from both, and practice applying leadership to hectic moments that can arise in their departments.

[Sexual Violence Prevention and Survivor Support](#)

Tue, Mar 24, 11am-12pm

This introductory workshop will provide a foundational overview of sexual and gender-based violence; explore what prevention looks like for students, staff, and faculty; and share resources for supporting survivors at SDSU. The goal of this session is to begin building a shared understanding of survivor experiences and to strengthen our community's commitment to creating a violence-free campus. Facilitated by the Women's Resource Center Assistant Director, Alex Aikyo M.A.

[Building Belonging: Connecting with the LRC and the impact of Queerceañerax](#)

Thu, Mar 26, 1-2pm

Are you looking to deepen your connection with SDSU's vibrant Latinx community? Join us for this Explore & Learn session dedicated to the Latinx Resource Center (LRC) and its transformative programming. We'll dive into the mission of the LRC and highlight our signature program, Queerceañerax. This unique celebration blends the cultural traditions of the quinceañera with a powerful affirmation of LGBTQ+ identities, creating a space where heritage and "orgullo" (pride) meet.

[Faculty and Staff Toolkit: Pregnant and Parenting Students Initiative](#)

Tue, Apr 7, 10-11am

In California, one in every eight college students are student parents ([California Alliance for Student Parent Success](#)). This session will highlight national and regional trends, as well as the Women's Resource Center's [Pregnant and Parenting Students Initiative \(PPSI\)](#). Join the Women's Resource Center and faculty members from the Department of Child and Family Development to learn about the realities, challenges, and strengths of pregnant and parenting students at SDSU. Whether you are a faculty or staff member seeking tangible practices to incorporate into your work, or you simply want to learn more, all are welcome to attend. Facilitated by the Director of the Women's Resource Center, Elzbeth Islas, M.A.

[Fostering A Homebase for Young Men of Color](#)

Tue, Apr 21, 10:30-11:30am - on Zoom

The session explores how to support young men of color who commute to campus in achieving success in college, building academic momentum, and integrating into campus life. Facilitated by Ricky Pope, Ph.D., Faculty Scholar for the Young Men of Color Alliance (YMOCA) and [SDSU's Homebase Lab](#).

CIE Quick Takes Series

Busy faculty and staff don't always have time for a full workshop so join us for snack-sized learning! This new series of short sessions (15-20 minute presentations, with optional Q&A) offers information, insights and practical strategies to build belonging and create more inclusive classrooms and workplaces. [Note that registration for Quick Take sessions will be through the [CIE Zoom Events Hub](#), not CSULearn]

Intro to TiLT: Transparency in Teaching and Learning

[Wed, Jan 14, 12-12:30pm](#)*

[Thu, Jan 15, 12-12:30pm](#)*

TiLT (Transparency in Learning & Teaching) is a simple evidence-based framework that can be applied to make any class more transparent, relevant, and accessible to learners. This Quick Take session will introduce the principles of TiLT and how "TiLTed" assignments and activities improve student learning by increasing belonging, persistence, and metacognition.

**Note: Both session dates will cover the same content.*

De-Escalation Strategies

[Wed, Jan 21, 11:30am-12pm](#)

Many offices at SDSU are often the first point of contact for a variety of people with questions, concerns, needs, and frustrations. This also includes people who might be experiencing some sort of crisis. This session will offer quick strategies for staying calm, helping when possible, and staying safe in the process.

Conflict as Community-Building: What IS conflict?

[Thu, Feb 12, 11:30am-12pm](#)

We often think about conflict as a disagreement about something but *disagreement* is only one component of *conflict*. This Quick Take Session will present a framework for thinking about the path or cycle that conflict generally follows. This will help attendees consider how to effectively avoid or mitigate conflict.

We are SDSU: Institutional organization

[Wed, Feb 18, 11:30am-12pm](#)

What's the difference between a college and a division? What are auxiliaries? How big IS this place? In this Quick Take session we will walk through the

organizational structure of SDSU to help you better understand the many different units that comprise our campus community.

[Conflict as Community-Building: Strategies to Prepare for a Difficult Conversation](#)

Thu, Feb 26, 11:30am-12pm

In the CIE's Community through Conflict program, we explore the "PAUSE and SPEAK" framework for transforming conflict. This Quick Take Session will provide an introduction to the PAUSE component, which captures the reflection and preparation that should be done ahead of time to help ensure a better outcome once you begin a conversation about a conflict. Attendees who did not attend the "What IS conflict" Quick Take session are strongly encouraged to watch that recording first.

[We are SDSU: Shared governance](#)

Wed, Mar 4, 11:30am-12pm

Shared governance is a term that is often used at SDSU but if you ask different people what, exactly, it is, you are likely to hear different answers (if they are able to answer at all). In this Quick Take session we will review what shared governance is, and is not, and its key principles, as articulated by SDSU's [Shared Governance Discussion Group](#).

[Addressing Microaggressions](#)

Wed, Mar 11, 11:30am-12pm

Microaggressions are every day occurrences, and their impact can be long-lasting and destructive to teams and organizations. This session will focus on identifying microaggressions and quick strategies for addressing them when you observe them. It will share quick strategies for addressing behavior and supporting people who are impacted.

[Conflict as Community-Building: Strategies for Having a Difficult Conversation](#)

Thu, Mar 12, 11:30am-12pm

In the CIE's Community through Conflict program, we explore the "PAUSE and SPEAK" framework for transforming conflict. This Quick Take Session will provide an introduction to the SPEAK component, which captures strategies for communicating during a conversation about a conflict. Attendees who did not attend the "What IS conflict" Quick Take session are strongly encouraged to watch that recording first.

[We are SDSU: Represented staff](#)

Wed, Mar 18, 11:30am-12pm

How many different unions do we have at SDSU? What does it mean that someone is 'exempt' or 'non-exempt'? Why is it so difficult for staff to be promoted in place (i.e., move up without actually moving to a different unit)? This Quick Take session will provide a broad introduction to staff jobs at SDSU and how they are different from faculty (and non-represented roles). This is primarily intended for faculty and administrators who are new to SDSU.

Early Career Faculty - What's up with Service?

~~Mon, Mar 23, 11:30am-12pm~~ - CANCELLED

You got a tenure-track job – so now what's this service thing all about? Why should you spend time in all of these committees when you really need to make advances in your research agenda and master teaching? In this Quick Take session we'll talk about the less discussed part of RPT - service - how it's connected to shared governance and how it can actually be productive and useful.

Delivering feedback and evaluations

Wed, Apr 22, 11:30am-12pm

Evaluations and feedback can be scary. They also represent spaces of great opportunity. This session will offer quick strategies for delivering useful feedback and providing supportive evaluations that focus on learning and growth.

Facilitating Challenging Conversations 3-part series: Workplace Focus

This 3-part series will provide guidance in facilitating open and honest exchanges while maintaining collegial, supportive and inclusive interactions. Anyone who needs to lead group discussions in any context is encouraged to join us. **NOTE: This semester's sessions focus on workplace interactions; however, many of the strategies discussed are applicable to contexts both inside and outside the classroom, with colleagues as well as students.*

Priority will be given to faculty and staff who register for all three sessions in a series. Unless otherwise indicated, all sessions are facilitated by Dr. Jennifer Imazeki, AVP for Faculty and Staff Diversity.

Preparing Yourself for Challenging Conversations

Mon, Feb 2, 10-11:30am

When conversations become confrontations, missteps and misunderstandings can make things even worse. It is natural for individuals to become anxious in these situations but a strong awareness of our own biases and emotional triggers can help us respond more effectively. In this workshop, participants will be invited to engage in self-reflection (both during and after the workshop) in

order to prepare to handle these conversations with compassion and equanimity.

Facilitation Basics

Mon, Feb 23, 10-11:30am

What a facilitator does with and for a group, sometimes before even walking into the room, can make a world of difference for how discussions will go. In this workshop we will discuss actions you can take to create the conditions for productive conversations about challenging topics, including establishing clear guidelines for interaction and providing careful structure for the discussion. We will also discuss strategies to address common facilitation concerns / challenges.

Managing Hot Moments

Mon, Mar 16, 10-11:30am

Even with extensive preparation and structure, sometimes people say or do things that offend or hurt others so it is also important to plan how you might respond in those moments. In this workshop, we will discuss strategies for facilitating productive group interactions and for responding with compassion when those interactions go astray.

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To receive weekly emails with registration links for all these events and programs, be sure you are on the [CIE mailing list](#)!

Staff Development Focus

Although all SDSU employees are welcome at all CIE programs, the programs in this section are intended primarily for represented and administrative staff.

[Staff Development Coffee Chat](#)

Mon, Feb 9, 11am-12pm

Mon, Mar 23, 10-11am

Employee BREAK Room (PSFA 110), In-person ([DIRECTIONS](#))

Come visit the new Employee BREAK Room (located on the first floor of PSFA) and talk with the Staff Development Manager about your interests and wants for professional development at SDSU. This is an opportunity to ask questions, share thoughts, and connect with other staff in a space designed for your benefit, development, and engagement. The Staff Development Manager will bring coffee and tea for attendees. This will be an in-person event and is open to any and all staff as well as managers.

[Developmentally-Focused Evaluation](#)

Thu, Feb 5, 11am-12pm

Thu, Apr 30, 11am-12pm

Many employees are terrified of evaluations and many managers dread the time-intensive process. However, these experiences do not have to be painful and can, in fact, be a time to affirm good work and set goals for years to come. This session will offer strategies for using evaluation meetings as developmental, supportive spaces of learning, discuss new approaches to employee development, and address the ways evaluations can be part of a host of equitable and inclusive workplace practices.

[Managing Yourself](#)

Mon, Apr 20, 10:30am-12pm

In-Person Only, Love Library (LL) 431

Managers are tasked with directing the work, supporting the development, and meeting the needs of a number of people. Often, people in these roles can forget to do the same for themselves. This workshop, co-facilitated by the CIE and Office for Restorative Practices, will focus on building capacity for self-awareness and self-reflection. Attendees will also learn strategies for using these tools for interrupting biased thoughts and actions so they can effectively support the growth and wellbeing of all those who they supervise. This workshop will have a registration limit of 25.

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Classroom Focus

Although all SDSU employees are welcome at all CIE programs, the programs in this section are intended primarily focused on classroom pedagogy, curriculum and classroom or faculty-specific processes.

[Building an Inclusive Learner-Centered Syllabus](#)

Thu, Jan 8, 12-1 pm

Your syllabus is often the first introduction students have to you and your course and is an opportunity to set a positive tone for everything that follows. In this workshop, we will discuss the characteristics of a learner-centered syllabus, one that not only invites students into the learning experience but can serve as a tool to support learning itself.

[Setting Up for Success in the Classroom](#)

Mon, Jan 12, 12-1pm

What an instructor does before and on the first day of class can make a world of difference for how the rest of the semester will go. In this workshop we will discuss actions you can take to start the semester with the right tone for building an inclusive community, as well as how you can prepare yourself to handle problems with compassion and equanimity when they do arise.

[Minimizing & Managing Challenging Conversations in the Classroom](#)

Tue, Jan 13, 12-1pm

Once the semester gets rolling, you can minimize the potential for conflict by thinking carefully about how you structure class discussions. But even with extensive preparation and structure, sometimes people say or do things that offend or hurt others so it is also important to plan how you might respond in those moments. In this workshop, we will discuss strategies for facilitating productive class interactions and for responding with compassion when those interactions go astray.

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Learning Communities

Learning Communities are groups of faculty and/or staff who meet regularly over the semester to dive deeper into specific topics related to issues of equity and inclusion. Community meetings are synchronous and may be in-person or virtual.

[Teaching to Transgress, CIE + CTL Reading Circle](#)

Thu, Feb 12, 12-1pm; Thu, Feb 26, 1-2pm

Thu, Mar 12, 1-2pm; Thu, Mar 26, 1-2pm

In [Teaching to Transgress](#), bell hooks inspires readers to rethink education as the “practice of freedom” while transgressing against racial, sexual, and class boundaries. First published in 1994, hook’s message is still as relevant as ever in its urgency to teach in ways that anyone can learn. Join this rare opportunity to read or revisit *Teaching to Transgress* and explore with colleagues bell hooks' invitation to imagine the classroom as “the most radical space of possibility in the academy”.

Facilitated by Lott Hill (CIE) and Allison Vaughn (CTL), Free copies of the book will be available to participants who RSVP.

Community Through Conflict

Dates TBD

We often think of conflict as being disruptive to community but in this four-session interactive learning community, faculty and staff will consider how conflict can provide an opportunity to *build* community. This program is part of a larger campus effort to strengthen campus capacity to productively interrupt, reduce and transform interpersonal conflict. Participants will build skills for navigating critical conversations with students and colleagues, including developing resilience, and prioritizing community and connection. Participants will engage in self-reflection, in-person and online group discussion, and hands-on activities. To ensure everyone has a foundation in key concepts and vocabulary, all participants will need to have completed the online course [Creating an Equity-Minded Campus Community](#) prior to the group's first meeting.

[Inclusive Teaching Community of Practice](#)

This community of practice is open to all SDSU instructors who want to drop in and connect with colleagues around teaching strategies that enhance learning and support the success of all students. These sessions are intentionally structured as discussions rather than workshops, creating space for faculty to explore ideas, share experiences, and learn from one another.

[TiLT \(Transparency in Teaching and Learning\)](#)

Mon, Jan 26, 1-2pm

TiLT (Transparency in Learning & Teaching) is a simple evidence-based framework that can be applied to make any class more transparent, relevant,

and accessible to learners. Join the conversation to share how you are “TiLT’ing” your classes and learn from others who are doing the same.

Exam Wrappers & Midsemester Feedback

Mon, Feb 23, 1-2pm

Wrappers can help improve students’ metacognition and self-efficacy, while mid-semester check-in surveys give instructors valuable insight into student perceptions and how they have better support learners – early enough in the semester to make meaningful changes. Join this conversation to share your wrapper and survey questions and to learn from colleagues who are engaging in these evidence-based practices.

Ending the Semester on an Upnote

Mon, Mar 23, 1-2pm

In teaching, endings are just as important as beginnings—especially for helping students connect their learning across courses and understand their progress toward their goals. Join this conversation to share and discuss strategies for helping learners bridge semesters by reflecting on their experiences and looking ahead to what comes next.

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Asynchronous Learning Options

Activities in this section require advance registration via CSULearn to receive access and final completion certificates within the CSULearn system.

Upon registration, you will receive an email with a link to the module to complete at your own pace.

[Creating an Equity-Minded Campus Community](#)

At San Diego State, social justice and a sense of belonging for all members of our community are important institutional values, and we strive to integrate equity and inclusion in everything we do. Creating this kind of community requires a shared understanding among all faculty and staff of foundational vocabulary and concepts such as implicit bias, microaggressions, equity-mindedness and inclusive communication. This foundational course introduces these concepts to faculty and staff to support more informed conversations about inequities and social justice issues across the campus. It serves as a prerequisite for a number of other programs and is offered as an online self-paced workshop on Canvas. If you go straight through the content, it should take about 2-2.5 hours (120-180 min) to complete the 5 modules.

[Equity-Minded Faculty Hiring Workshop](#)

In this workshop, participants will have the opportunity to learn about equity-minded hiring practices for faculty positions. The course will cover how to define “merit” and “fit” from an equity-minded perspective, how to write a job announcement, how to screen and interview candidates, how to organize a campus visit, and how to conclude the search process. The focus is on concrete tools and examples and participants will have the opportunity to tailor these tools to searches in their department/unit. Prior to signing-up for this seminar, participants should complete the CIE's foundational implicit bias course (*Creating an Equity-Minded Campus Community*). This workshop is for faculty.

[Equity-Minded Staff Hiring Workshop](#)

In this self-paced workshop for staff, search committee chairs and hiring managers, participants will learn about equity-minded hiring practices for staff recruitment. The course covers how to define “merit” and “fit” from an equity-minded perspective, how to write a job announcement, how to conduct outreach, how to screen and interview candidates, all with equity-minded strategies. Prior to registering, participants should complete the CIE's foundational implicit bias course, [Creating an Equity-Minded Campus Community](#).

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CIE Offerings for Students

Do you want to share CIE content that you've learned with your students? See our synchronous and asynchronous offerings below.

Synchronous Workshops

[Inclusive Leadership](#)

This workshop introduces topics that help you become a more aware and inclusive leader, such as implicit bias, microaggressions, compassionate curiosity, and affective language. There will be an interactive portion at the end to practice these tools in community. All sessions offered are on Zoom.

Asynchronous Workshops

[Creating an Equity-Minded Campus Community - Self-paced](#)

At San Diego State, social justice and a sense of belonging for all members of our community are important institutional values, and we strive to integrate equity and inclusion in everything we do. Creating this kind of community requires a shared understanding among all students, faculty, and staff of foundational vocabulary and concepts such as implicit bias, microaggressions, equity-mindedness and inclusive communication.

Previously this foundational course was offered only to faculty and staff, and based on your feedback, we now have the student-facing version to share with your students! We hope this will provide the opportunity to support more informed conversations about inequities and social justice issues on your teams and across the campus. If you go straight through the content, it should take about 2-2.5 hours (120-180 min) to complete the 4 modules. [Students can self-enroll.](#)

[Identity & Allyship Awareness Badge \(IAAB\) Micro-Credential- Self-paced](#)

The Identity & Allyship Awareness Badge (IAAB) is a foundational social justice consciousness program facilitated through the Center for Inclusive Excellence. There will also be opportunities to connect with the Community Centers on campus. Students learn about the foundations of inclusion, such as implicit bias, microaggressions, identity, privilege, and inclusive communication. Then, throughout the year, participate in a variety of learning formats to critically examine one's own beliefs regarding their personal identities and privileges while understanding how they can play a role in active, lifelong allyship and humility. [Please visit our website here](#) for more enrollment information.

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