



CENTER FOR  
**INCLUSIVE  
EXCELLENCE**

## ***Summer & Fall 2023***

May - December

To receive weekly emails with registration links for all these events and programs, be sure you are on the [CIE mailing list](#)! You can also add the [CIE Events Calendar](#) to your google calendars.

Using CSULearn to register for CIE programs:

1. Click on the registration link (usually the title of the event). If not already logged into CSULearn, you will be prompted to login with your SDSUid credentials.
2. You will receive a Duo security prompt to gain access.
3. You should be taken directly to the registration page; click "Register". If there are multiple offerings, you can select a specific session on the next page. You may also navigate to the "Home" page for a short video overview of CSU Learn.
  - a. After you register, you will either receive a link to self-enroll (if program is asynchronous) or CIE staff will add you to a Google calendar event which will include the event Zoom link (if program is synchronous).

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3. **[Asynchronous Learning Options](#):** Activities in this section require advance registration via CSULearn to receive access and final completion certificates are available within the CSULearn system.

## CIE Office Hours (virtual)

*Mondays 1-2pm, Thursdays 3-4pm*

Drop-in to discuss diversity planning, equity-minded hiring, inclusive and anti-oppressive pedagogy, or anything else!

## CIE Workshops and Seminars for Faculty and Staff

Events in this section are synchronous, and will indicate if they are either virtual (on Zoom) or in person. Most require advance registration via CSULearn with links provided in the weekly newsletter.

### [How to Read a Graphic Novel](#)

*Wed, Sep 6, 12-1pm*

*Synchronous on Zoom*

Feeling letdown after Comic-Con? Don't worry, the CIE and the Center for Comic Studies at SDSU have you covered! We will begin with an opportunity to learn about how to read graphic novels for those who are less familiar with this style of reading. This one-hour session is designed for the facilitators of reading circles but is open to others who might want to learn from the co-directors of the Center for Comic Studies how one approaches a graphic novel for maximum benefit.

During the fall semester, the CIE will host a Reading Circle around *Lily Renée: Escape Artist* by Trina Robbins. The author is also going to be on campus on September 20-21. The reading circle will be invited to a session with the author and will also meet for additional online discussions (TBD). In the spring, we will read *They Called Us Enemy* by George Takei. Look for more details in the upcoming weeks!

### [Ableism 101](#)

*Tue, Sep 12, 12-1pm*

*Synchronous on Zoom*

A repeat of Ableism 101 offered in Fall 2022- Join our discussion about ableism. We will define ableism, discuss the way it manifests on campus (both physically and attitudinally) and share some ways to counter ableist actions and attitudes. Facilitated by Dr. Toni Saia, Administration, Rehabilitation and Postsecondary Education (ARPE).

### [Ableism 102](#)

*Mon, Nov 6, 12-1pm*

*Synchronous on Zoom*

Join our discussion about specific ways to counter ableist actions and attitudes. This workshop serves as a continuation of Ableism 101 offered in Fall of 2022. Facilitated by Dr. Toni Saia, Administration, Rehabilitation and Postsecondary Education (ARPE).

### **Inclusive Language series**

The ways in which we address people, discuss identities and talk about communities can have a powerful impact on whether individuals feel welcomed and included. This series will explore how our language can reflect, promote or mitigate bias, with each session providing guidance around how we can create a more inclusive campus for all.

#### **Hispanic/Latinx/Chicanx: Exploring Labels for a Heterogeneous Community**

*Mon, Oct 2, 3-4pm*

*Synchronous on Zoom*

SDSU is an Hispanic-Serving Institution, with a Latinx Resource Center, a center for Latin American Studies, and a department of Chicana and Chicano Studies. Although these different terms are sometimes used interchangeably to refer to the same community, there are important distinctions between the terms, the communities they represent, and the context in which they are used.

Individuals may very much identify with one of these names and not the others, often depending on the circumstances. In this session, Dr. Emilio Ulloa, Associate Chief Diversity Officer for HSI Affairs, and Dr. Renzo Lara, Director of the Latinx Resource Center, will discuss the historical context of these terms, how collective labels about identity are used in contexts like education and the media, and the social/political/pragmatic challenges to the use of any of these terms.

#### **Identity-first and people-first language within the disability community: honoring how people claim their own identity**

*Thu, Oct 26, 12:30-1:30pm*

*Synchronous on Zoom*

Like with many things, the language around disability has changed, evolved over time, is often a personal choice, related to experiences and connections to a group or community. Where it was once commonplace to use 'person-first' language, which puts the person first and the disability second (e.g., person with a disability), many in the disabled community have shifted to using 'identity-first' language (e.g., disabled person). In this workshop with ARPE professor and disability scholar Toni Saia, we will discuss both of these options to help faculty and staff understand how to be better allies and avoid ableist practices.

#### **Implementing Inclusive Language with and for the 2SLGBTQIA+ Community**

*Thu, Nov 2, 11:30am-12:30pm*

*Synchronous on Zoom*

Inclusive language is one of many steps an individual can take towards fostering a welcoming space for the 2SLGBTQIA+ community. Join The Pride Center for a conversation around language as it pertains to sexual orientation, romantic orientation, gender identity, and gender expression. For example, you can hear about how to use a person's lived name and pronouns, how gender is constantly evolving and changing, and what steps each of you can take to foster a more inclusive environment.

### **Practicing Responding to Microaggressions**

*Thu, Sep 7, 10-11am*

*Tue, Oct 3, 3-4pm*

*Wed, Nov 1, 11am-noon*

*Mon, Dec 4, 2-3pm*

*Synchronous on Zoom*

Microaggressions are the "everyday verbal, nonverbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons solely upon their marginalized group membership (Sue et al, 2010)." Many faculty and staff are now familiar with the concept of microaggressions but still are unsure what to do when they happen. Join the CIE team in monthly sessions to proactively plan ahead and practice using strategies to respond to microaggressions productively.

### ***When Hate Happens: Being an Upstander***

#### **2-Part Program dates:**

*Thu, Sep 21 and 28, 12:30-2pm*

*Wed, Nov 8 and 15, 12:30-2pm*

#### **90-Minute Program dates:**

*Tue, Nov 28, 3-4:30pm*

~~*Mon, Dec 4, 3:30-5pm - Canceled*~~

*Mon, Dec 11, 9-10:30am*

When bias incidents occur, targets often report feeling doubly harmed, first because of the direct incident itself and then additionally because no one else present stepped up to help in any way. When we witness biased speech or conduct, and do not take action, we not only fail to support our community but perpetrators may incorrectly believe they are in the majority / have done nothing wrong. However, being an active 'upstander' carries its own risks and many people are understandably unsure how to help in ways that will be productive. In this interactive training, participants will:

- Discuss common forms of bias incidents for different communities;
- Reflect on the fears that can hold us back from acting;
- Explore other factors that can stop bystanders from intervening;
- Learn and practice a range of possible upstander actions

- Identify at least one concrete action you can take the next time you are witness to bias

### ***Facilitating Challenging Conversations: Classroom Focus or Workplace Focus***

As SDSU strives to truly embrace “equity and inclusion in everything we do”, many more faculty and staff are engaging in conversations around justice, equity, diversity and inclusion, in both formal and informal settings. These conversations are important and necessary to ensure meaningful action; they also can be challenging and fraught with the potential for missteps, misunderstandings, and pushback from students and/or colleagues. In addition, as we all adjust to post-pandemic life, many students are coming to campus with very different experiences and expectations than previous cohorts. This can create challenges for faculty and student support professionals who may be unprepared for these new types of concerns and unsure how to support students without compromising learning goals.

This series will provide guidance in facilitating open and honest exchange while maintaining collegial, supportive and inclusive interactions. Anyone who needs to lead group discussions in any context is encouraged to join us. *\*NOTE: many of the strategies discussed are applicable to contexts both inside and outside the classroom, with colleagues as well as students. However, it is often helpful to learn with examples most relevant to our own context so one set of workshops will focus on classroom interactions and one will focus on workplace interactions.*

Priority will be given to faculty and staff who register for all four 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**

*Classroom focus: Mon, Sep 11, 12-1:15pm*

*Workplace focus: Fri, Sep 15, 11am-12:30pm*

*Synchronous on Zoom*

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.

#### **Preparing Others for Challenging Conversations**

*Classroom focus: Mon, Oct 2, 12-1pm*

*Workplace focus: Fri, Sept 29, 11am-noon*

*Synchronous on Zoom*

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.

### **Facilitation Basics**

*Classroom focus: Mon, Oct 23, 12-1:15pm*

*Workplace focus: Fri, Oct 13, 11am-12:30pm*

*Synchronous on Zoom*

Facilitating equitable and inclusive conversations is a different skill than simply presenting content directly; when those conversations touch on sensitive or controversial issues, they can be particularly challenging. This workshop will discuss the skills and dispositions of effective facilitators as well as strategies to address common concerns / challenges.

### **Managing Hot Moments**

*Classroom focus: Mon, Nov 13, 12-1:15pm*

*Workplace focus: Fri, Oct 27, 11am-12:30pm*

*Synchronous on Zoom*

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.

## **— FACULTY FOCUS —**

*Although all SDSU employees are welcome at all CIE programs, the programs in this section are intended primarily for faculty and other instructors, with a focus on classroom pedagogy, curriculum and faculty processes.*

### **Inclusive Teaching Boot Camp for Lecturers - August 2023 Cohort 2**

*Wed, Aug 9, 8:30am-4pm*

The Center for Inclusive Excellence is pleased to invite all lecturers to join us for a one-day boot camp on inclusive teaching. Participants will explore their own identities and beliefs, learn strategies to better support students from all backgrounds, and discuss teaching activities that will lead to more welcoming, equitable and inclusive classrooms.

### **Setting Up for Success by Building Inclusive Community**

*Tue, Aug 8, 12-1pm*

*Wed, Aug 16, 9-10am*

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. Will be offered twice (both via Zoom); please indicate which date you will attend when you register.

### **Building an Inclusive Learner-Centered Syllabus**

*Mon, Aug 7, 12-1pm*

*Tue, Aug 15, 9-10am*

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. Will be offered twice (both via Zoom); please indicate which date you will attend when you register.

### **Understanding How Student Support Services Impact Classroom Teaching**

This series for faculty features presentations from offices that provide frontline support for students. In addition to demystifying processes and procedures, we will explore the many ways these services support classroom learning and instruction with ample time for answering questions from faculty.

### **The Student Code of Conduct and How it Applies to Your Classes**

*Mon, Sept 18, 12-1pm*

*Synchronous on Zoom*

The Center for Student Rights and Responsibilities acts on behalf of the university president regarding all aspects of student conduct and student policy violations. This session will provide an overview of how the Student Code of Conduct applies to our classrooms, including academic dishonesty, classroom disruptions, and students of concerns. We will discuss the referral and student conduct processes, and answer any questions you may have.

### **Student Disability Services: Student Evaluation and Accommodations and Faculty Support**

*Mon, Sept 25, 12-1pm*

*Synchronous on Zoom*

Student Disability Services (SDS) is dedicated to empowering students with disabilities by ensuring they have access to appropriate support and services that minimize academic and physical barriers. This session will present an overview of SDS and demystify the processes for students and faculty to receive support, including testing accommodations, who is responsible for



facilitating specific accommodations, and what to do if you have questions about a student's accommodations.

### **Counseling & Psychological Services: When, Why, and How to Refer Students**

*Mon, Oct 9, 12-1pm*

*Synchronous on Zoom*

C&PS offers a wide range of services to help students obtain support for a variety of presenting concerns. These include individual counseling, couples counseling, group therapy, workshops, specialized programs, and therapy dogs. This session will provide an overview of services with a focus on how to support and refer students and what to expect when you do.

### **Student Ombuds: What to expect from interactions with this office**

*Mon, Oct 16, 12-1 pm*

*Synchronous on Zoom*

The Student Ombudsman is a student-focused resource who supports students in addressing and resolving concerns or issues that may arise within the University. In this session, we'll discuss interactions faculty may have with the Student Ombuds, what the process looks like, and what students are told about engaging with faculty when conflicts arise.

### **New Inclusion Representative Orientation**

This course is for newly appointed faculty Inclusion Representatives. The orientation will review the role of the IR, policies and requirements now in place to encourage equity-minded searches, and strategies and resources for inclusive recruitment and for facilitating conversations about potential bias in hiring.

All virtual, held on Zoom, choose one:

- Wed, Jun 21, 1-3 pm
- Thu, Jul 20, 10am-12 pm
- Tue, Aug 22, 12-2pm
- Tue, Sep 19, 12-2pm
- Thu, Oct 5, 2-4pm

### **Inclusion Representative Update Seminar**

This course is for current Inclusion Representatives who have already completed the prerequisites and served as an IR on a faculty search committee. For existing IR's, this seminar provides the latest updates on processes and policies related to inclusive faculty recruitment, including:

- Inclusion Representative program review
- Faculty hiring policy and process updates for AY 2022-23
- NEW Pool Proportionality worksheet



- BIE processing session
- The latest equity-minded hiring strategies and resources

Prerequisites:

- Completion of the foundational Implicit Bias Training
- Completion of the Equity Minded Faculty Hiring Seminar
- Completion of the Inclusion Representative Orientation
- Previous service as faculty search IR

All virtual, held on Zoom, choose one:

- Wed, Jun 21, 11am–12pm
- Thu, Jul 20, 1-2pm
- Tue, Aug 22, 4-5pm
- Wed, Sep 6, 4-5pm
- Tue, Sep 19, 8-9am
- Thu, Oct 5, 12-1pm

### **Equity-Minded Faculty Hiring Workshop**

*Fri, Sep 15, 12-1:30pm*

*Tue, Oct 10, 12-1:30pm*

*Synchronous on Zoom*

In this workshop, participants will have the opportunity to learn about equity-minded hiring practices for faculty positions. The session 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*).

*\*Note: This workshop is for faculty.*

### **Equity-Minded Faculty Support**

*Fri, Nov 17, 12-1:30pm*

~~*Wed, Dec 13, 9-10:30am*~~ - Canceled

*Synchronous on Zoom*

In this 90-minute workshop, participants will have the opportunity to learn about equity-minded support practices for new faculty hires. The session will cover transition, socialization, and retention considerations from an equity-minded perspective. The session is set up as an interactive presentation focusing on concrete tools and examples. Participants will have the opportunity to tailor these tools to searches in their department/unit. This seminar is for faculty serving on a search committee this year. Prior to signing-up for this seminar, participants should complete the Equity-Minded Campus Community online workshop and have attended the Equity-Minded Faculty Hiring workshop. Facilitated by Dr. Lacie Barber, Psychology.

### **Equity-Minded Evaluation for Tenure-Track Faculty**

*Wed, Aug 30, 12-1:30 pm*

*Thu, Sep 7, 3-4:30 pm*

*Mon, Oct 9, 3-4:30pm*

*Thu, Oct 12, 3-4:30pm*

*Synchronous on Zoom*

Just as faculty are learning to create inclusive classroom environments by intentionally cultivating an equity-minded approach, the same can and should be done for the promotion and review process. This workshop with Lott Hill, the CIE's Faculty Learning and Development Specialist, and Norah Shultz, Professor of Sociology and former chair of the CAL RTP committee, will spotlight recent research from the American Council on Education (ACE) documenting many of the ways implicit bias can influence the RTP process and presents suggestions for how tenured faculty can intentionally cultivate an equity-minded approach in their evaluation responsibilities. Faculty will leave with materials, suggestions, and ideas generated during the workshop that will allow them to apply equity-mindedness to our policies and practices to ensure that these can be enacted to their fullest level of inclusivity and in ways that mitigate bias.

### **— STAFF FOCUS —**

*Although all SDSU employees are welcome at all CIE programs, the programs in this section are intended primarily for staff and administrators, with a focus on employment practices and relationships with colleagues.*

#### ***Foundations of Inclusive Workplaces***

This year-long series will provide an introduction to a range of knowledge and strategies for ensuring more equitable and inclusive interactions with our colleagues. Unless otherwise indicated, all sessions are facilitated by Dr. Conor McLaughlin, the CIE's Staff Learning and Development Specialist.

#### **Being Relational: Creating Community**

*Wed, Aug 30, 11:30am-12:30pm*

*Synchronous on Zoom*

While not everyone needs to be friends with their co-workers in order to do their job well, community building can be an important part of creating strong working relationships that foster team cohesion. Community building is also a key component of meeting people's needs for belonging in social settings. In this workshop we will discuss the importance of building community in work spaces, present strategies for effective community building, and brainstorm ways to incorporate community building into regular interactions in the workplace. Offered via Zoom.

### **[Being Identity-Conscious: Developing an Equity-Minded Approach](#)**

*Wed, Sep 20, 11:30am-12:30pm*

*Synchronous on Zoom*

Diversity, Equity, Inclusion, and Justice are often used interchangeably, however they are distinct (and related) ideas. Understanding diversity and inclusion can be helpful building blocks to create equity-minded and more just workplaces. In this session we will reflect on our own identities and discuss how and why identity matters when establishing supportive connections with colleagues. We will explore what it means to be equity-minded and review strategies for employing equity-minded practices in the workplace.

### **[Being Relational: Being a Team Player](#)**

*Wed, Oct 18, 11:30am-12:30pm*

*Synchronous on Zoom*

Most people's work depends on the skills and competence of others around them. Effective teams are made up of people whose work supports the larger goals and mission of their unit, department, and organization. In this workshop we will discuss translating mission and values into expectations and tasks, strategies for cultivating team buy-in, and strategies for constructive feedback when team needs and expectations aren't met. This session will be applicable to team members at all levels of their department or organization.

### **[Being Flexible: Interactive Presentations](#)**

*Wed, Nov 15, 11:30am-12:30pm*

*Synchronous on Zoom*

Many roles require us to create engaging and impactful presentations. These kinds of presentations can be helpful tools for communicating important insights and for guiding important conversations. In this session we will demonstrate the effective and accessible use of PowerPoint and visual images, discuss the role of content and context in increasing the level of audience engagement, and explore group management techniques designed to facilitate equitable engagement and participation. This workshop is for anyone who must present information or speak to groups of any size.

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## Learning Communities

Learning Communities are small 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.

### ***Principles of Supervision - July 2023 Cohort 1***

Often an individual is working in a supervisory role because they have demonstrated expert skills in their past positions. Now in the role of leading others, they are expected to use a new set of skills but may have not been given the opportunity to learn how to supervise effectively. Supervising in the modern workplace provides additional complexities, such as the challenge of meeting the needs of diverse teams in a remote work environment.

To provide these crucial supervision skills, Systemwide Learning & Development offers the Principles of Supervision program. Designed for managers, supervisors, and leads who are either new to supervising others or already manage a team but need a “refresher”, this interactive, workshop-style course covers fundamental supervision skills. Formerly a 2-day in-person course, it’s now online (asynchronous and synchronous) over a 2 or 3-week period.

The program will guide you through seven modules:

Module 1: Introduction to Supervision

Module 2: Managing Yourself

Module 3: Managing Performance

Module 4: Motivation & Engagement

Module 5: Evaluation & Feedback

Module 6: Guiding & Organizing the Work

Module 7: Team Culture & Relationships

At the end of this workshop, you will be able to:

- Describe the core responsibilities and role of a supervisor
- Establish goals and set standards that raise employee performance
- Coach employees on performance
- Lead development discussions with high-performing employees
- Diagnose reasons for performance problems and how to address them
- Personalize the approach you use to motivate employees
- Take steps to increase employee engagement
- Describe how the basic functions of management impact goal achievement
- Delegate to help employees develop confidence and expand their skills
- Describe where you need to focus your relationship-building efforts

- Promote communication by role-modeling essential skills
- Take actions to foster and improve teamwork
- Describe how your personality traits impact behavior
- Develop supervision skills more efficiently and effectively

### ***Inclusive Excellence Fellowship - July 2023 Cohort 4***

The Center for Inclusive Excellence is pleased to invite applications for the Summer 2023 Inclusive Excellence Faculty Fellowship. Through a combination of readings, self-reflection, in-person and online group discussion, and hands-on activities, Fellows will explore their own identities and beliefs, learn strategies to better support students from all backgrounds, and discuss best practices for implementing changes in course design and teaching activities that will lead to more welcoming, equitable and inclusive classrooms. Participants will integrate changes into their Fall 2023 course(s), and reflect on and share their experiences with colleagues.

Program outcomes - Fellows will discuss multiple aspects of designing inclusive classrooms, including:

- Understanding the role of identity (our own and our students') in teaching and learning;
- Recognizing implicit bias and how it can manifest in the classroom;
- Creating supportive and welcoming classroom environments;
- Exploring how diverse backgrounds are represented (or not) in our disciplines and courses;
- Creating fair and transparent course activities, assessments and policies.

### **Equitable Grading Community of Practice**

*Fri, Nov 3 & Dec 1, 10-11am*

*Synchronous on Zoom*

The Center for Inclusive Excellence invites SDSU faculty to participate in the Equitable Grading Community of Practice. As an expansion of last year's Equitable / Alternative Grading Faculty Learning Community, the Equitable Grading Community of Practice (EGCP) will meet monthly (on 1st Fridays, 10 am) to discuss and explore established and emerging grading and assessment practices that are inclusive, developmental, and support the success of all students. Join us to hear and share ideas, ask questions, and engage with equity-minded colleagues from across the University.

### **Reading Circle - Lily Renée, *Escape Artist: From Holocaust Survivor to Comic Book Pioneer***

~~Oct 6, 13, & 20, 11:45am-1pm~~ - Postponed to Spring 2024

*Synchronous on Zoom*

This Fall we are partnering with the Center for Comic Studies to offer a view into social justice through the lens of graphic novels. We will be exploring *Lily Renée, Escape Artist: From Holocaust Survivor to Comic Book Pioneer*. There is so much to unpack

here – the horrors of the holocaust, London during the Blitz, immigration to America, and gender discrimination. It's an incredible book and the author will be on campus September 20-21. Please register by September 20th so that we can order and distribute the books prior to the first session!

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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.

### **Creating an Equity-Minded Campus Community**

*(previously Equity, Implicit Bias and Microaggressions)*

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.

*\*\*\* This is an updated version of the course previously called Equity, Implicit Bias and Microaggressions. That course is now closed. Anyone who completed that course should see that completion recorded in CSULearn.*

### **Equity-Minded Faculty Hiring Workshop**

[NOTE: A few synchronous sessions will also be offered on Zoom]

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 (either *Creating an Equity-Minded Campus Community*, or the older *Equity, Implicit Bias and Microaggressions*). This workshop is for faculty.

### **Diversity Equity And Inclusion In Faculty Searches**

This module has the Diversity, Equity and Inclusion (DEI) in Faculty Searches video. This video provides a reminder of best practices for equity-minded and inclusive faculty recruitment, as well as a quick run-through of the policies that have been implemented to help support those best practices. This is updated each year, and must be viewed each year, as a supplement to the full-length implicit bias training that must be completed at least once every three years. All members of faculty search



committees should view the video as early in the process as possible, EACH TIME they participate in a search.

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

### **[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](#).

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

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. A straight run through of the content should take about 2-2.5 hours (120-180 min) to complete the 4 modules. [Students can self-enroll](#).

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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](#)!