FOSTERING A CULTURE OF BELONGING

A sense of belonging is one of the most pivotal predictors of student and employee retention and success. Enrich your campus by making equity and inclusion everyone’s responsibility.

- Confront opportunity gaps
- Build rapport and trust through shared language and practice
- Enhance daily interactions between students, faculty, and staff
Transforming a campus culture to meet the needs of its diverse community is no simple feat—it takes a village. This microcredential equips administrators, faculty, and staff with actionable practices they can immediately implement to contribute to whole-campus reform and ensure all students and colleagues feel seen, heard, and valued.

### COURSE MODULES

<table>
<thead>
<tr>
<th>Managing the Impact of Biases</th>
<th>Reducing Microaggressions</th>
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<tbody>
<tr>
<td>Addressing Imposter Phenomenon and Stereotype Threat</td>
<td>Cultivating an Inclusive Environment</td>
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**Featured roles include:**

- Accessibility Services
- Admissions
- Advising
- Faculty (in-person and online)
- Finance Management
- Human Resources
- Leadership
- Marketing and Public Relations
- Residence Life
- Security
- Success Coaching

**Engaging Learning Design**

Course-takers experience an asynchronous learning design that aligns with the best practices in effective online instruction. With support from a skilled facilitator, course-takers spend an average of 4–6 hours per module:

- Engaging in authentic demonstrations of interactions with students and colleagues
- Learning from nationally recognized experts
- Collaborating with colleagues in facilitated discussions
- Implementing new teaching practices and observing their impact
- Writing structured reflections, including plans to continually refine their practice

**Testimonial:**

“It is my team’s job to make sure a student knows ‘you belong here, we want you here, and we are here to support you to make sure you are successful.’”

ALVIN JOHNSON, JR, EdD
Director of Academic Advising Services, Prairie View A&M University

“The practices I’ve learned in ACUE have allowed me to look at how I’m going to take leadership differently.”

BRENDA HELLYER, EdD
Chancellor, San Jacinto College

“As educators we must challenge ourselves to be better and to make sure our classrooms are spaces where all students can share their experiences, knowledge, history, and can feel heard, valued, and included.”

KRISTINA RUIZ-MESA, PhD
Associate Professor of Communication Studies, California State University–Los Angeles

To learn more, visit ACUE.org or email partnerships@acue.org
Fostering a Culture of Belonging Course FAQ

- Designed for instructional and non-instructional staff.
- Live virtual launch on the Saturday start date from 11:00-12:15pm ET. Other than the live virtual launch the course is fully online and asynchronous.
- Course officially begins the Monday after the course launch and will run for 8-weeks.
- Professional facilitation by an ACUE credentialed educator.
- Every two weeks a new module opens. Course has 4 modules. You will spend on average 4-6 hours engaging with module content, reviewing resources, participating in a virtual discussion activity, and completing the reflection assignment.
- Every module you will write and submit a short reflection (template provided) on the practice you chose to implement (or plan to implement) and complete a short survey.
- Upon course completion you will have access to course materials for 1-year. Downloadable planning guides and resources are provided.
- Please see the Module Time Chart for a visual representation of the typical time spent completing a module, followed by an example weekly schedule.

**Module Time**

<table>
<thead>
<tr>
<th>Task</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Engage with module content</td>
<td>24%</td>
</tr>
<tr>
<td>Engage and contribute to discussions with colleagues</td>
<td>33%</td>
</tr>
<tr>
<td>Plan and implement a practice</td>
<td>10%</td>
</tr>
<tr>
<td>Complete a written reflection and survey</td>
<td>33%</td>
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<table>
<thead>
<tr>
<th>Day</th>
<th>Task</th>
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</table>
| Monday—Friday of the first week (or get a jumpstart on the weekend) | • Engage in module content and begin thinking and planning where you can implement a practice from the module  
• Contribute to and engage in Observe & Analyze discussion |
| Monday—Wednesday of the second week | • Return to the Observe & Analyze discussion to more deeply engage in the conversation  
• Consider implementation of a new teaching practice |
| Thursday—Sunday of the second week | • Submit reflection (P&R I) and complete survey (P&R II) |