

FOSTER A CULTURE OF BELONGING CAMPUSWIDE



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.

Build a campus culture where everyone feels seen, heard, & valued



Building on the success of the existing “Inclusive Teaching for Equitable Learning” microcredential, the new “Fostering a Culture of Belonging” (FCB) microcredential offers **administrators, faculty, and staff** the opportunity to gain a deeper understanding of key DEI concepts and equips everyone with actionable practices that can be immediately implemented to help increase a sense of belonging for everyone on campus.

Additionally, the new FCB expands on the “Embracing Diversity in Your Learning Environment” module from ACUE’s Effective Practice Framework endorsed by the American Council on Education (ACE).

Our partners made it clear that everyone on a college campus is responsible to create a culture of belonging. Thus, featured roles include:

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

COURSE MODULES

Managing the Impact of Biases	Reducing Microaggressions
Addressing Imposter Phenomenon and Stereotype Threat	Cultivating an Inclusive Environment



“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 successful.”

Dr. Alvin Johnson, 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.”



Dr. Brenda Hellyer, Chancellor San Jacinto College

Fostering a Culture of Belonging Course Information

Below you'll find information detailing the logistics for the Fostering a Culture of Belonging course as well as some additional considerations to help you determine if the timing is right for you to enroll. Multiple start dates are available in 2023.

Course Logistics:

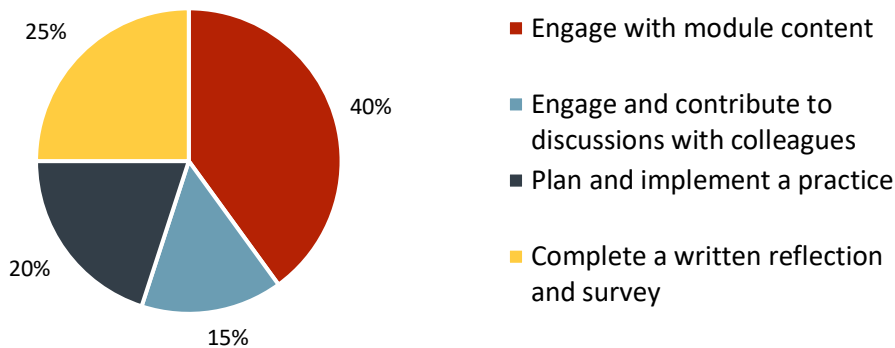
- Designed for administrators, faculty, and staff.
- A virtual launch will be held on the listed Saturday start date from 11:00- 12:15pm ET. Although it is not required that you attend, many course-takers have found it very helpful to do so.
- Course officially begins the Monday after the course launch and will run for 8 weeks.
- Although the course is asynchronous, and you can work at your own pace, it is not an entirely self-paced course. You will be asked to contribute to discussion forums on a weekly basis and modules are open according to the ACUE course schedule.
- You will be guided through this course by an ACUE certified facilitator.
- Once the course ends, you will continue to have access to the course materials for a full year.
- Downloadable implementation guides and resources are provided to guide and support your implementation of practices.

Important Considerations:

- To best set yourself up for success, be prepared to **reserve 2-3 hours each week (4-6 hours per module) for 8 weeks** to complete each module.
 - In week one, plan to engage with the course materials including, videos, podcasts, and print resources, post in the discussion forum, and select a practice to try out in your environment.
 - In week two, return to the discussion forum to read and respond to your peers and submit your reflection assignment.
 - **Tip:** block 2-3 hours each week on your calendar now!
- You may also want to consider your **personal and professional calendar** for the 8 weeks of the course to determine if you will be able to dedicate time to engage in this important work. Once you pick your course start date communicate this to those around you and block the time on your calendar.
- The **Implementation of a practice is key to your learning**. Therefore, unlike other types of professional development, you are asked to select a practice and try it out in your environment.
- Each module culminates in the submission of a short reflection using a provided template. In this assignment you will:
 - Choose a practice discussed in the module you would like to try or, if you are already familiar with the practice, you may have picked up some suggestions for tweaking it.
 - You will be asked to share why you chose this practice and how you implemented it. You will also be asked to share the impact it had on others and your next steps.

- Your reflection will be read and scored by an ACUE Reader using the supplied rubric.
 - Reflection submissions are not shared with other course-takers.
- We care about **course completion** and your institution has invested in your success in this course. Our facilitators will engage with you throughout the course, and if you need additional support and encouragement, we will offer resources, advice, and support. If you need a bit more time to complete a module—no problem! Reach out to your facilitator because **communication is key**.
- Please see the Module Time Chart below for a visual representation of the typical time spent completing a module, followed by an example module schedule.

Module Time



Example Module Schedule:

Day	Task
The first week	<ul style="list-style-type: none"> • 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—Tuesday of the second week	<ul style="list-style-type: none"> • Return to the Observe & Analyze discussion to more deeply engage in the conversation. • Consider implementation of new inclusive practices.
Wednesday—Sunday of the second week	<ul style="list-style-type: none"> • Implement a new practice. • Submit reflection (P&R I) and complete survey (P&R II).