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# Diversity, Inclusion & Belonging for Students

## Course Outline - for Students

Module & Topics	Module Description	Learning Objectives
<b>Introduction</b> Configurable Pages: 3		<i>Learners will be able to...</i>
<ul style="list-style-type: none"><li>• Welcome to the course</li><li>• How the course works</li><li>• Course topics and purpose</li></ul>	<p>This module introduces learners to course topics, and the positive impact of education on diversity, equity, and inclusion at colleges and universities.</p>	<ul style="list-style-type: none"><li>• Recognize the value of engaging in cultural exchange</li><li>• Develop a sense of openness to learning about diversity, equity, and inclusion topics</li><li>• Recognize their beliefs and attitudes are respected</li><li>• Describe the impact of DEI education on their educational experience and future aspirations in their careers and communities</li><li>• Acknowledge the presence of sensitive content and potential triggers within the course</li></ul>
<b>Your Identities</b> Configurable Pages: 5		

Module & Topics	Module Description	Learning Objectives
<ul style="list-style-type: none"> <li>• Identity</li> <li>• Multiple identities</li> <li>• Intersectionality</li> <li>• Identity differences</li> <li>• Identifying bias</li> <li>• Disrupting personal bias</li> </ul>	<p>This module explores identity through defining different identities, intersectionality, and the complexities around the idea of identity as an evolving attribute. At the end of the module, the learner will feel they have the vocabulary necessary to dialogue and explore this topic further, as well as strategies to communicate respectfully with people who identify differently than them. This module will also explore the concept of bias, how to identify it, and allow learners to reflect on the presence of bias in their lives and recognize how to disrupt it.</p>	<ul style="list-style-type: none"> <li>• Define different identities and intersectionality</li> <li>• Recognize the complexity and shifting nature of identity</li> <li>• Reflect on their own identities and how it shapes them</li> <li>• Experiment with tools to respectfully communicate with people of differing identities from their own</li> <li>• Reflect on their levels of personal bias</li> <li>• Recognize how to disrupt bias</li> </ul>
<p><b>Your Influence</b> Configurable Pages: 5</p> <ul style="list-style-type: none"> <li>• Identify conflicts</li> <li>• Power, privilege and oppression</li> <li>• Bystander intervention</li> <li>• Strategies for self-care</li> </ul>	<p>Learners explore the specific challenges associated with certain identities, both internal and external. The learner will reflect on ways in which they hold both power and privilege, and is empowered to use that influence to disrupt bias. They will explore how to get involved when observing aggressions using bystander intervention strategies, to ensure they</p>	<p><i>Learners will be able to...</i></p> <ul style="list-style-type: none"> <li>• Define and give the significance of power, privilege, and oppression</li> <li>• Describe the basic relationship between socio-historical inequalities, power, and privilege</li> <li>• Reflect on how privilege and power may or may not be a part of the learner's lived experience</li> <li>• Appreciate the complexity of privilege, including the ability for one person to be simultaneously privileged and oppressed</li> </ul>

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	<p>are contributing to maintaining a positive community where everybody feels safe and welcome. This module also addresses the concepts of self-care and resiliency as resources to rely on when they are the target of biased words and actions.</p>	<ul style="list-style-type: none"> <li>• Describe the different ways oppression manifests (Ideological, Internalized, Interpersonal, Institutional)</li> <li>• Build competencies around respectful communication skills</li> <li>• Explore concepts of resiliency and self-care as personal resources</li> </ul>
<p><b>Your Community</b> Configurable Pages: 5</p> <ul style="list-style-type: none"> <li>• Respectful communication</li> <li>• Active Allyship</li> <li>• Creating an inclusive community</li> <li>• Bystander intervention</li> </ul>	<p>This module empowers learners to take action and get involved to develop a culture of respect and belonging within their community. Through personal reflection and application via multiple scenarios, the learner will practice forms of active allyship they can take with them into their community. They will also explore healthy ways to respond when they make mistakes or experience oppression from people in their support group or community.</p>	<p><i>Learners will be able to...</i></p> <ul style="list-style-type: none"> <li>• Explore the role of speech in the higher education context with regard to the values of respectful communication and freedom of speech/expression</li> <li>• Define respect and dignity and describe its significance to a healthy, inclusive, equitable community</li> <li>• Feel a responsibility to engage or take action to create an inclusive community</li> <li>• Define key terms: Othering, Microaggressions, Color Blindness, Colorism</li> <li>• Gain experience applying inclusion concepts and definitions to real world actions and behaviors</li> <li>• Identify opportunities to apply inclusion strategies</li> <li>• Understand bystander intervention</li> </ul>

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		<ul style="list-style-type: none"> <li>Recognize when and how to employ ally behavior</li> </ul>
<b>Conclusion</b> Configurable Pages: 4		<i>Learners will be able to...</i>
<ul style="list-style-type: none"> <li>Conclusion</li> <li>On Campus Resources</li> </ul>	<p>This module is a conclusion module that will wrap up the ideas presented in the course and provide the learner with resources and an opportunity to opt-in to further campus communications. This module will contain any necessary customizations, as well as house the post-survey and post-assessment.</p>	<ul style="list-style-type: none"> <li>Feel empowered to get involved</li> <li>Familiarize themselves with local resources and options for confidential reporting</li> </ul>