

00:31:34 Jessica Chen | Inside Higher Ed: Welcome to the webinar, "Foster a Culture of Belonging, Campus-wide"!

00:31:38 Jessica Chen | Inside Higher Ed: As we wait for folks to arrive, here are a few housekeeping notes to keep in mind for the webinar:

00:31:47 Jessica Chen | Inside Higher Ed: An email with links to the recording and presentation slides will be emailed 24 hours after the webinar

00:31:52 Jessica Chen | Inside Higher Ed: The chat is disabled, but please feel free to submit your questions & comments in the Q&A at any time

00:31:57 Jessica Chen | Inside Higher Ed: Zoom automated captions are enabled. Alternatively, you can view a live, human-generated transcription of the webinar here:  
<https://www.streamtext.net/player?event=IHE>

00:32:02 Jessica Chen | Inside Higher Ed: If you would like a certificate of attendance, please email [events@insidehighered.com](mailto:events@insidehighered.com)

00:33:20 Geoff Decker: Hi everyone, my name is Geoff Decker and I'll be using this chat to share resources and links throughout the event!

00:33:44 Geoff Decker: A little more about Marlo:  
<https://communication.missouri.edu/people/goldstein-hode-0>

00:36:33 Geoff Decker: Dr. Marlo Goldstein Hode has just published a new book called DEI 2.0: A Toolkit for Building Your Own Online Diversity <https://www.amazon.com/DEI-2-0-Toolkit-Building-Diversity/dp/0826222560>

00:38:30 Geoff Decker: The language of inclusion is ever-evolving. "DEIA" is an emerging acronym to account for the importance of "accessibility"

00:39:25 Geoff Decker: University of Missouri St. Louis Office of DEI has some great resources. Check out this primer on inclusive language:  
[https://blogs.umsl.edu/diversity/files/2020/06/InclusiveLanguage\\_Resource\\_Sheet\\_000\\_Sheet\\_000](https://blogs.umsl.edu/diversity/files/2020/06/InclusiveLanguage_Resource_Sheet_000_Sheet_000)

00:41:36 Geoff Decker: Corrected link for UMSL Inclusive Language document:  
[https://blogs.umsl.edu/diversity/files/2020/06/InclusiveLanguage\\_Resource\\_Sheet\\_0001.jpg](https://blogs.umsl.edu/diversity/files/2020/06/InclusiveLanguage_Resource_Sheet_0001.jpg)

00:42:24 Geoff Decker: Now speaking: Dr. Penny MacCormack, chief academic officer of ACUE. She is discussing ACUE's new offering, called Fostering a Culture of Belonging.

00:43:21 Geoff Decker: You can learn more about this program here:  
<https://acue.org/fcb/>

00:43:31 Marlo Goldstein Hode: Here's another one for Fostering Inclusion and Belonging on teams:  
<https://blogs.umsl.edu/diversity/files/2021/12/10-Tips-for-Fostering-Inclusion-and-Belonging.pdf>

00:44:09 Geoff Decker: Speaking now is Ali Shah, who is the director of the Office of Emergency Management at San Jacinto College

00:47:13 Geoff Decker: Ali says that from an equity standpoint, it's important that non-academic staff on campus reconsider the metrics they use for success. Instead of just looking at the time it takes to resolve a call, what would an objective look like through a DEI lens? (Quality of interactions)

00:48:28 Geoff Decker: "It's an opportunity to reset the stereotypes."

00:49:44 Geoff Decker: Ali speaks about the long-lasting impact that a positive interaction can have for students on their academic journeys. See his video here for more: Ali Shah Video: Everybody on campus has a role, including safety officers <https://vimeo.com/showcase/9669798/video/728255036>

00:50:56 Geoff Decker: Up now is Adannaa Alexander, who is a clinical assistant professor at Sam Houston State University

00:52:05 Geoff Decker: Adannaa shares that curating stories and resources from diverse voices is one strategy she uses to reduce stereotype threat and imposter phenomenon.

00:52:57 Geoff Decker: You can learn more about Adannaa here: <https://www.shsu.edu/academics/health-sciences/health/faculty-bio/adannaa-alexander.htm>

00:54:26 Geoff Decker: Corrected link for Adannaa: <https://www.shsu.edu/academics/health-sciences/health/faculty-bio/adannaa-alexander.html>

00:54:55 Geoff Decker: Adannaa: Could you share a link to one of the examples you mentioned?

00:55:28 Geoff Decker: The open classroom series of webinars featuring COVID 19 and race sounds really interesting.

00:56:50 Geoff Decker: Welcome to our current panelist: Evelyn Espinoza, director of student success & advising at California State University, Los Angeles

00:57:58 Geoff Decker: Evelyn: "Make it a point to learn about your students. It shows your interest in their success."

00:59:13 Geoff Decker: Here is a great resource from ACUE about how to create a survey to learn more about your students: [https://acue.org/wp-content/uploads/2020/06/5\\_Using-an-Intro-Survey.pdf](https://acue.org/wp-content/uploads/2020/06/5_Using-an-Intro-Survey.pdf)

01:00:22 Geoff Decker: Here is a non-password protected link to a video of Ali Shah. It features other voices who play different campus roles about the importances of belonging: <https://youtu.be/yDkWope2XDc?t=69>

01:00:26 Geoff Decker: \*Here

01:02:25 Geoff Decker: One of the ways to ensure that students have access to resources and support services is by being intentional when creating your syllabus. Check out this resource for more: [https://acue.org/wp-content/uploads/2021/08/Welcoming\\_Toolkit\\_InclusiveSyllabus.pdf](https://acue.org/wp-content/uploads/2021/08/Welcoming_Toolkit_InclusiveSyllabus.pdf)

01:03:12 Geoff Decker: Speaking now: Dr. Toni L. Johnson, who is dean of academic services & DEI Chairperson at North Central State College in Ohio.

01:05:49 Geoff Decker: As an administrator at a community college, Toni says staff and faculty see their responsibility as creating a space where students can feel comfortable making mistakes.

01:06:22 Geoff Decker: First question in Q&A is: Define "belonging"

01:06:57 Geoff Decker: Marlo: "A sense of feeling valued."

01:07:54 Geoff Decker: Toni: "The difference between feeling a sense of belonging and feeling welcome is about the relationship."

01:08:29 Geoff Decker: Belonging is about building the relationship with students and among faculty and staff.

01:08:49 Geoff Decker: "Feeling known. Feeling seen and heard."

01:12:00 Geoff Decker: Think locally when thinking about looking for diverse perspectives and voices onto your campus.

01:12:40 Geoff Decker: Check out Penny's op-ed where she shares a story about the impact that feeling a sense of belonging had on one student's academic trajectory.  
<https://www.higheredjobs.com/Articles/articleDisplay.cfm?ID=3164>

01:14:45 Geoff Decker: If you want to learn more about the ACUE program on Fostering a Culture of Belonging, check out this resource page. It is packed with videos and cohort-based approach to this course.  
<https://acue.org/fcb/>

01:17:29 Geoff Decker: ACUE's Inclusive Teaching Practices Toolkit also has a lot of resources and strategies for incorporating inclusive teaching practices into an online environment:  
<https://acue.org/inclusive-teaching-practices-toolkit/>

01:19:34 Geoff Decker: Does anyone have a link with more information about the Advising model that Evelyn is talking about? "How to disarm a student and make them feel comfortable by focusing on first impressions."

01:19:46 Geoff Decker: (Feel free to share directly!)

01:21:03 Laurie Pendleton ACUE (she/her): The program Evelyn is referencing can be found here: <https://www.appreciativeadvising.net>

01:21:18 Geoff Decker: Pertaining to a question around team-building activities, check out ACUE's resource on ice-breakers to create a welcoming environment. Here's a link to a resource on that:  
[https://acue.org/wp-content/uploads/2021/08/Welcoming\\_Toolkit\\_Icebreakers-1.pdf](https://acue.org/wp-content/uploads/2021/08/Welcoming_Toolkit_Icebreakers-1.pdf)

01:21:25 Geoff Decker: Thanks Laurie!

01:22:46 Geoff Decker: Adanna share a strategy about how to use a discussion board strategy that encourages students to interact with one another, ask each other questions, and work in smaller groups.

01:23:49 Geoff Decker: ACUE's planning guide related to this is setting up peer support groups: [https://acue.org/wp-content/uploads/2021/08/Welcoming\\_Toolkit\\_PeertoPeer.pdf](https://acue.org/wp-content/uploads/2021/08/Welcoming_Toolkit_PeertoPeer.pdf)

01:29:20 Laurie Pendleton ACUE (she/her):  
<https://implicit.harvard.edu/implicit/takeatest.html> Harvard Implicit Bias tests

01:29:45 Laurie Pendleton ACUE (she/her): Another great resource on bias: <https://www.nytimes.com/video/who-me-biased>

01:32:31 Marlo Goldstein Hode: More resources for learning about implicit bias: <https://blogs.umsl.edu/diversity/resources-2/unconscious-bias/>