



ACUE

Fostering a Culture of Belonging

December 1, 2022



Penny MacCormack, EdD
Chief Academic Officer



ACUE

Dr. Marlo Goldstein Hode

Senior Manager of Strategic Diversity
Initiatives in the Office of Diversity,
Equity, and Inclusion and Staff Ombuds

University of Missouri-St. Louis



Our Panel of Experts



Adannaa O. Alexander
Clinical Assistant
Professor

Sam Houston State
University



Evelyn R. Espinoza
Director, Student
Success & Advising

Cal State LA



Dr. Toni L. Johnson
Dean of Academic
Services

North Central State
College



Ali Shah
Director of Emergency
Management

San Jacinto College

- ✓ Please use the Q&A function to ask questions of the panel
- ✓ We'll be using the chat to share resources with you



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Senior Manager of Strategic Diversity Initiatives and
Staff Ombuds

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Fostering a Culture of Belonging

Learning Modules:

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



Ali Shah



Director of Emergency Management
San Jacinto College

Practices

- Exemplify and foster the culture
- Review calls for service from an equity standpoint in addition to process and procedure
- Include DEI learning objectives in training and use role-playing
- Bring diverse stakeholders to offer feedback and foster belonging and inclusivity from both sides

Practices

- Once the collective mindset shifts, turn it outwards
- Engage with your stakeholders outside of response
- Reset the stereotypes by stacking positive interactions

Adannaa O. Alexander, MPH



Clinical Assistant Professor
Sam Houston State University

Strategies to include diverse perspectives



Adannaa O. Alexander, MPH
Sam Houston State University



Invite guest speakers
from your discipline

Strategy to include diverse perspectives



Use recorded webinars/videos related to course content
Strategy to include diverse perspectives

Evelyn R. Espinoza



Director, Student Success & Advising
Cal State LA

Demystifying Campus Language



Evelyn R. Espinoza
Cal State LA

Recommendations for Demystifying Campus Language



Establish your
Allyship



Share & Discuss
Campus Resources



Provide Timely
Reminders



Involve Student
Supporters

Evelyn R. Espinoza
Cal State LA

Dr. Toni Johnson



Dean of Academic Services
North Central State College

Incorporate diverse perspectives and experiences in your course

- Faculty professional development: Encourage review of course materials to include diverse perspectives
- When barriers occur, encourage faculty to have collaborative conversations/activities with students to identify diverse perspectives and fill gaps
- Students come to college to “be better”
- Cultivate a rich, comfortable, inclusive community/environment

Dr. Toni Johnson
North Central State College

Q&A



ACUE

Get Started



Institutional Partnerships

To offer the course to groups of faculty at your institution, fill out form and/or contact partnerships@acue.org.

Open Enrollment

Earn the microcredential as an individual faculty member. Upcoming courses:

- ★ January 28, 2023
- ★ March 4, 2023
- ★ May 20, 2023





Thank you!



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