

### **Diversity, Equity and Inclusion (DEI) Module**

Striving for inclusive excellence in higher education is a CSU priority. The diversity of identities in the student population requires a nuanced approach, yet that nuance is hard to engender in a large student population informed by varying degrees of cultural fluency, perceptions, learned behaviors and preferences. In order to create a community where students feel safe, included and ready to learn, universities, like CSU, are examining their diversity and inclusion efforts and are looking to provide training for their communities.

The DEI module is designed to equip CSU students with the information and skills to thrive in and sustain a culture of inclusive excellence. During this online, diversity and inclusion training, first year students will:

- Learn about key concepts related to identity, bias, power, privilege and oppression.
- Understand the benefits of being part of a diverse community.
- Develop skills related to ally behavior, self-care and creating inclusive spaces.

This course covers:

- Identity and Selfhood
- Imposter Syndrome
- Identity Transitions
- Power and Privilege
- Oppression Bias and Unconscious Bias
- Respect and Allyship
- Self-care

The module has realistic scenarios that students can relate to, as well as interactive elements that keep learners engaged throughout the course. The training is written by prevention education and compliance experts. While engaging in the module, the CSU Principles of Community and how to report and an incident of bias will be reinforced.