

## 2025-2026 CIEL Session Schedule

### CIEL Session Registration Form

*All sessions will be held on Zoom.*

Required/ Elective	Session	Description	Facilitator	Semester	Date	Time
Required	<b>Foundations of Inclusive Excellence (taken first for new CIEL participants)</b>	<p>This session provides participants with a foundational understanding of Inclusive Excellence as a guiding framework for advancing equity, diversity, inclusion, and belonging (EDIB) within higher education. Rooted in the belief that academic excellence and inclusion are inextricably linked, this session explores how institutions can intentionally embed inclusive practices into teaching, research, service, and campus culture.</p> <p>Through a blend of reflection, dialogue, and real-world examples, participants will examine the impact of identity, privilege, and systemic inequity in the context of higher education. The session also addresses the unique role colleges and universities play in fostering inclusive learning environments and shaping equitable institutional structures.</p> <p>Designed for those new to EDIB work as well as those seeking to deepen their practice, this session offers both a conceptual foundation and actionable strategies to begin or enhance inclusive efforts on campus.</p>	Edgar Moros	Fall	Monday, September 15, 2025	10am-12pm
Required	<b>Power, Privilege, and Oppression</b>	<p>This workshop explores the dynamics of power, privilege, and oppression as they manifest in social identities and institutional structures. Participants will examine how visible and invisible advantages shape opportunities and experiences, and how systems of oppression operate alongside privilege to reinforce social hierarchies. Through interactive discussions, the session will challenge individuals to recognize their own positions within these systems, understand intersectionality, and consider the impact of both unearned advantages and systemic barriers on themselves and others. The workshop aims to foster critical reflection and provide tools for recognizing oppressive structures in their work.</p>	Andrew Stewart	Fall	Monday, September 29, 2025	1-3pm
Elective	<b>Trauma-Informed Practices in Higher Education</b>	<p>This 2-hour virtual workshop introduces learners to foundational trauma-informed pedagogy in higher education. Through a structured blend of didactics, video vignettes, case studies, and facilitated breakout discussions, participants will examine the impact of trauma on student learning and well-being. Learners will develop the skills to identify trauma indicators, adapt teaching and advising practices to foster safety and trust, and design inclusive classroom and campus environments that empower every student. Reflective exercises and peer collaboration will guide the co-creation of practical tools and a personalized action plan. Upon completion, participants will possess concrete strategies needed to integrate trauma-sensitive approaches into their daily practice.</p>	Kathy Palm Reed	Fall	Monday, October 6, 2025	9-11am

Required/ Elective	Session	Description	Facilitator	Semester	Date	Time
Required	<b>Facilitating Difficult Dialogues</b>	After presenting a framework for dialogue as an orientation and practice, and its significance to our work in higher education in these times, Eric DeMeulenaere and Jie Park will introduce tools and strategies for building the container for difficult dialogues and facilitate a dialogue on what makes dialogue difficult, and how we might create and belong to different dialogic communities.	Jie Park and Eric DeMeulenaere	Fall	Thursday, October 16, 2025	10am-12pm
Required	<b>Equity in Access and Student Success</b>	What does success mean? How do you apply inclusive practices in student support and instruction? This session will explore the ways in which access, identity, and systemic inequities shape and influence student experiences. It will empower participants to apply inclusive practices, enhance cultural competency, and lead with equity in mind—on campus and beyond.	Danielle Morgan Acosta	Fall	Thursday, October 23, 2025	10am-12pm
Elective	<b>Intercultural Competence</b>	Intercultural competence is the ability to communicate and interact effectively and appropriately with people from different cultural backgrounds. It goes beyond simply knowing about other cultures—it's about developing the skills, attitudes, and knowledge needed to navigate cultural differences respectfully and constructively.  Using small group discussion and self-assessment activities, the group will examine and discuss Knowledge, Skills, Attitudes, and Behaviors necessary to be interculturally competent in today's society and business.	Paula Martin	Fall	Tuesday, November 4, 2025	10am-12pm
Elective	<b>Ethical and Equitable Practices in Research and Scholarship</b>	This session will explore the foundations of ethical research and examine dilemmas faced by researchers today. Through short presentations, case study discussions, and group activities, participants will engage with core principles such as respect and justice, while considering issues like participant selection, authorship, community engagement, and data integrity. The session will provide resources to support ethical and equitable decision-making and strengthen responsible research practices across disciplines.	Jennifer Hanselman	Fall	Tuesday, November 18, 2025	1-3pm
Required	<b>Inclusive Leadership by Design (taken last by CIEL participants)</b>	This session prepares participants to practice inclusion through intentional design choices rather than abstract ideologies. Participants will critically examine concepts of social inclusion and cohesion through a design and innovation lens. Drawing from the Designed Leadership framework and the Co-Active Cornerstones, the session emphasizes agility, wholeness, and the capacity to evoke transformation in complex environments.  Grounded in the belief that innovation and thoughtful design—not capital or institutions—advance the human condition, participants will learn to design processes, relationships, and systems that accommodate difference, foster resilience, and unlock creativity. The session equips leaders with practical tools to build inclusive environments by design.	Lilo Altali	Fall	Wednesday, November 19, 2025	10am-12pm

Required/ Elective	Session	Description	Facilitator	Semester	Date	Time
Required	<b>Cultivating Inclusive Campus Climate</b>	<p>Universities are uniquely positioned to model inclusive excellence, yet they also reflect broader societal inequities. This interactive workshop explores how to cultivate inclusive environments within the university context—whether in classrooms, departments, student services, or leadership spaces. Participants will engage in reflective and collaborative activities to deepen their understanding of equity, belonging, and cultural competency in higher education.</p> <p>Through real-world scenarios, breakout discussions, and inclusive practice exercises, attendees will examine how systems of inequity operate within academic institutions and identify strategies to disrupt them. The session emphasizes transferable skills that can be applied across roles and disciplines, empowering participants to lead and advocate for change both on campus and beyond.</p>	Ana Marcelo	Fall	Tuesday, December 2, 2025	1-3pm
Required	<b>Foundations of Inclusive Excellence (taken first for new CIEL participants)</b>	<p>This session provides participants with a foundational understanding of Inclusive Excellence as a guiding framework for advancing equity, diversity, inclusion, and belonging (EDIB) within higher education. Rooted in the belief that academic excellence and inclusion are inextricably linked, this session explores how institutions can intentionally embed inclusive practices into teaching, research, service, and campus culture.</p> <p>Through a blend of reflection, dialogue, and real-world examples, participants will examine the impact of identity, privilege, and systemic inequity in the context of higher education. The session also addresses the unique role colleges and universities play in fostering inclusive learning environments and shaping equitable institutional structures.</p> <p>Designed for those new to EDIB work as well as those seeking to deepen their practice, this session offers both a conceptual foundation and actionable strategies to begin or enhance inclusive efforts on campus.</p>	Edgar Moros	Spring	Monday, January 26, 2026	10am-12pm
Elective	<b>Sexuality and Politics</b>	<p>This workshop is intended to enable participants to (a) acquire an understanding of the broad field of Sexuality Studies; and (b) develop some familiarity with the kind of rights struggles that lie at the intersection of sexuality and politics in the United States, with a special emphasis on US Supreme Court decisions that have historically shaped the trajectory of these struggles. Some of these LGBTQ+ rights struggles include issues revolving around employment (discrimination), public accommodations, marriage, bathroom access, participation in athletics, and healthcare access.</p>	Cyril Ghosh	Spring	Wednesday, February 4, 2026	1-3pm

Required/ Elective	Session	Description	Facilitator	Semester	Date	Time
Elective	<b>Disability History and Access Best Practices</b>	This interactive session will focus on key moments in the disability rights movement and the history of disabled communities, with particular emphasis on education. Participants will explore significant milestones that helped to bring about the Americans with Disabilities Act. They will also learn about basic tenets of accessibility, universal design, and how to create disability-friendly and inclusive educational materials and spaces. Through case-based scenarios and interaction, participants will learn how to apply principles of access to their interactions and teaching. These strategies and history will be framed within the broader context of higher education to help educators and administrators foster inclusive learning environments across the higher education landscape.	Rachel Graddy	Spring	Monday, February 9, 2026	10am-12pm
Elective	<b>Measuring What Matters: An Equity-Centered Approach to Assessment</b>	This workshop on equitable assessment strategies will engage participants in examining how evaluation practices in the workplace can either reinforce or dismantle systemic inequities. Participants will explore different methods of program evaluation to identify what is working and spotlight critical challenges. The workshop will address strategies such as equity audits, question inclusion, and multi-method evaluation guides to support diverse work styles and varied expressions of expertise. By the end of the session, participants will have both a theoretical foundation and practical resources to advocate for and implement equitable assessment practices within their own workplace contexts.	Allen Linton, II	Spring	Thursday, February 12, 2026	1-3pm
Elective	<b>Inclusive Hiring, Onboarding, and Retention</b>	This workshop provides participants with actionable strategies to advance inclusive excellence across hiring, onboarding, and retention. Attendees will learn how to reduce bias in recruitment, job postings, and onboarding experiences that build a sense of belonging. The session also covers approaches for retaining diverse talent, including accessible development opportunities and regular assessment of organizational climate to identify and address equity gaps. Designed for anyone committed to equitable talent management, this workshop offers practical tools for creating measurable progress toward workplace inclusion.	Andrew Stewart	Spring	Tuesday, February 17, 2026	1-3pm
Elective	<b>Anti-Racist Pedagogy</b>	This session covers core anti-racist pedagogical tactics and interventions and how they can be deployed to increase the inclusive culture of a class.	Jessie Darrell-Jarbadan	Spring	Wednesday, February 25, 2026	10am-12pm
Required	<b>Equity in Access and Student Success</b>	What does success mean? How do you apply inclusive practices in student support and instruction? This session will explore the ways in which access, identity, and systemic inequities shape and influence student experiences. It will empower participants to apply inclusive practices, enhance cultural competency, and lead with equity in mind—on campus and beyond.	Danielle Morgan Acosta	Spring	Tuesday, March 10, 2026	12-2pm

Required/ Elective	Session	Description	Facilitator	Semester	Date	Time
Elective	<b>Supporting LGBTQIA+ Inclusion</b>	This session will begin with foundational skills and terminology needed when discussing LGBTQIA+ identity and communities (don't worry, that acronym will be first up!). After we have shared language, we will spend time reviewing best practices, common misinformation and challenges, the history of queer liberation in the United States, and the personal work needed to contribute to safer communities. Participants will be encouraged to reflect on their own experiences of navigating social identity and will come away from the session with next steps for research and action.	Emily Welden	Spring	Wednesday, March 11, 2026	1-3pm
Required	<b>Inclusive Leadership by Design (taken last for CIEL participants)</b>	This working session prepares participants to practice inclusion through intentional design choices rather than abstract ideologies. Participants will critically examine concepts of social inclusion and cohesion through a design and innovation lens. Drawing from the Designed Leadership framework and the Co-Active Cornerstones, the session emphasizes agility, wholeness, and the capacity to evoke transformation in complex environments. Grounded in the belief that innovation and thoughtful design—not capital or institutions—advance the human condition, participants will learn to design processes, relationships, and systems that accommodate difference, foster resilience, and unlock creativity. The session equips leaders with practical tools to build inclusive environments by design.	Lilo Altali	Spring	Wednesday, March 25, 2026	10am-12:30pm

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