

CULTIVATING INCLUSIVITY AND BELONGING - MICRO-CREDENTIAL

This micro-credential is designed to equip undergraduate students with essential workplace skills such as navigating conflict resolution, understanding global perspectives and becoming socially responsible community members, which will prepare them for a successful transition into the workforce. This interactive micro-credential offers both asynchronous and synchronous learning opportunities throughout the academic year. It promotes personal growth by helping students explore their identities, privileges and social positionality while appreciating diverse experiences and perspectives.

It complements any degree program in the College of Arts & Sciences and will help shape the next generation of transformational leaders who will champion inclusive excellence within their communities and chosen professions.

Eligibility

CU Boulder students (including degree-seeking and nondegree/ACCESS).

Delivery Mode

Hybrid of in-person and online delivery.

Credit Status

Includes for-credit and noncredit components.

Academic Level

Undergraduate

Time to Completion

Two semesters

Fee

No

Requirements

Complete one, three-credit course from an approved list of undergraduate Social Science courses that are applicable to this micro-credential. Students who believe they have taken a course that should be applicable but is not on the list can reach out directly to the ACE Office program manager with that course's syllabus for case-by-case approval.

Students who have enrolled into the micro-credential will also complete eight learning modules. They can complete the modules alongside or after the two social science courses. Short assigned readings and pre-recorded presentations will be provided for each module. Each presentation will be followed by a short, "check for understanding" quiz.

The micro-credential will culminate in module 8 with a final project. Students will have a choice between submitting a paper or presentation that allows them to analyze their personal experiences with power and privilege, and how these power imbalances interface with larger social structures.

Students can earn recognition badges along the way, detailed in the process below.

Modules

Module 1: Exploring Social Identities

Pre-recorded presentation by ACE Office available in Canvas.

After completing module 1 and 2 social science courses from the list of eligible courses, students can earn the first recognition badge.

Module 2: Implicit Bias

Pre-recorded presentation by ACE Office available in Canvas.

Module 3: Intersectionality in the Workplace

Pre-recorded presentation by ACE Office available in Canvas.

Module 4: Conflict Resolution, through an Inclusive Lens

Pre-recorded presentation by ACE Office available in Canvas. Meet with one of the program's advisors to discuss final project

Students can earn another recognition badge once they've completed modules 2–4, plus everything required of the first recognition badge.

Module 5: Introduction to Shared Equity Leadership

Pre-recorded presentation by ACE Office available in Canvas.

Module 6: Personal Journey Exploration

Pre-recorded presentation by ACE Office available in Canvas.

Students can earn a third badge, once they've completed modules 5–6, plus everything required of the first and second badges.

Module 7: Putting It into Practice

Work on final project. If needed, meet with an advisor to discuss questions or concerns.

Module 8: Putting It into Practice (cont'd)

Final project due. Options:

- Paper (5–7 pages)
- Presentation

Appendix A

Code	Title	Credit Hours
Women & Gender Studies		
WGST 1016	Sex, Gender, and Society 1	3
WGST 2000	Introduction to US Gender, Race and Sexuality Studies	3
WGST 2030	Introduction to Lesbian, Gay, Bisexual, and Transgender Studies	3
WGST 2050	Gender, Sexuality, and Popular Culture	3
WGST 2290	Philosophy and Gender	3
WGST 2800	Women and Religion	3
Sociology		
SOCY 1001	Introduction to Sociology	3
SOCY 1004	Deviance in U.S. Society	3
SOCY 1006	The Social Construction of Sexuality	3
SOCY 1016	Sex, Gender, and Society 1	3
SOCY 1021	United States Race and Ethnic Relations I	3
SOCY 2031	Social Problems	3

Peace and Conflict Studies

PACS 2500	Introduction to Peace, Conflict and Security Studies	3
International Affairs		
IAFS 1000	Global Issues and International Affairs	4
Ethnic Studies		
ETHN 1022	Introduction to Africana Studies	3
ETHN 2001	Introduction to Ethnic Studies	3
ETHN 2014	Themes in American Culture 2	3
ETHN 2304	Introduction to Social Justice	3-4
ETHN 2536	Survey of Chicana/o History and Culture	3
Anthropology		
ANTH 1125	Exploring Cultural Diversity in the U.S. (Migration and Mobility; Indigenous Cultures of East U.S.; Exploring Cultural Diversity in the U.S.)	3
ANTH 1170	Exploring Culture and Gender through Film	3
ANTH 2100	Introduction to Cultural Anthropology	3
Speech, Language and Hearing Sciences		
SLHS 1010	Disabilities in Contemporary American Society	3

- Empathy
- Empowerment
- Inclusion
- Workforce development

Criteria

To fulfill the requirements of this micro-credential, learners must demonstrate the following criteria:

1. **Define historical and social context:** Be able to name and identify historical and social contexts of issues such as racism, classism, sexism, homophobia and other forms of discrimination.
2. **Intersectional analysis:** Be able to discuss and analyze the intersections of race, class, sexuality and gender, recognizing how these factors interact and impact individuals' experiences.
3. **Cultural awareness:** Exhibit increased awareness of cultural differences and how they may influence communication and interactions in various settings.
4. **Implicit bias identification and management:** Identify personal implicit biases and demonstrate strategies to address and mitigate these biases effectively.
5. **Privilege and allyship:** Recognize one's own privileges and demonstrate how to be an effective ally to marginalized groups through practical actions and support.
6. **Conflict resolution:** Develop and apply strategies for addressing and managing conflicts in a constructive and empathetic manner.
7. **Psychological safety:** Identify ways to create and sustain environments that promote psychological safety, ensuring that all individuals feel valued and heard.
8. **Self-efficacy:** Develop the skills to effectively advocate for oneself and address personal needs.

Skills

- Allyship
- Conflict resolution
- Diversity