

**Grand Valley State University: Inclusion Onboarding Learning Plan**

**Foundations in Diversity, Equity, and Inclusion**

The following trainings are designed to further your foundational knowledge of diversity, equity, and inclusion practices and concepts.

[**DEI Foundations: Diversity, Equity & Inclusion 101: A 10-Day Foundational Program**](https://www.academicimpressions.com/diversity-equity-inclusion-101-members/)

* *This foundational course will send you daily emails Monday through Friday with bite-sized videos, activities, and assessments that you can complete in 15 minutes or less each day. If you finish the curriculum within 10 days, you will have the chance to request a* [*certificate of completion*](https://forms.office.com/pages/responsepage.aspx?id=H0AsbgfCEUWPxlblrRcD-kHY_1ZUuJZMiJ0YDBQbXDtUMzExVzY1WVYxN0lVNktDTThERkJDWVpQVyQlQCNjPTEkJUAjdD1n)*.*

[**DEI Foundations: Implicit Bias in Higher Education**](https://www.academicimpressions.com/dei-foundations-implicit-bias-in-higher-education/) **(29 mins)**
*This course will take a foundational approach to help you:*

* *Define implicit bias and understand the research behind implicit bias,*
* *Understand how implicit bias shows up in the context of higher education,*
* *Hear examples of implicit bias,*
* *Learn how to respond to someone’s implicit bias, and*
* *Identify multiple techniques to increase awareness and interpret your own implicit biases.*

[**DEI Foundations: Allyship in Higher Education**](https://www.academicimpressions.com/dei-foundations-allyship-in-higher-education/) **(26 mins)**

*This course will take a foundational approach to help you:*

* *Define allyship and understand what it is and what it is not*
* *Reflect on considerations for becoming an ally*
* *Understand common mistakes made by allies, and*
* *Reflect on your own social identities to become an ally for others.*

[**Uncomfortable Conversations are Necessary, Not Unkind**](https://www.academicimpressions.com/courses/0422-uncomfortable-convo-sfwd/) **(105 mins)**

*This course will take a foundational approach to help you:*

* *Reflect on the messages you have learned over time about how to engage in conversations about race*
* *Explore how these messages have influenced your daily decisions to engage or disengage in difficult conversations over time*
* *Practice intentional engagement versus moving past uncomfortable scenarios and arrive at a place where you are more actively willing to take part in the conversation.*