

# Foundations of Inclusion

The Foundations of Inclusion is a professional development workshop series designed to introduce you to knowledge, tools, and resources to better care for and serve our diverse campus community.

[FOI CERTIFICATION CHECKLIST](#)

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## FOI-certified Individuals



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## Positionality

*The process of getting out of our comfort zones to recognize how our identities affect and are affected by where we are and the social structures that we are part of and how our intersectional identity influences perceptions and biases of the world around us – these can affect research, teaching, leading, policymaking, and even every day interactions.*

**Accessibility & ADA**

This session provides general information about students with disabilities on campus, the Americans with Disabilities Act, and the Office of Accessibilities. Attendees will also learn about the experiences of students with autism in college and creating supportive environments for success.

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**Autism in College**

Attendees will also learn about the experiences of students with autism in college and creating supportive environments for success.

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**Ageism**

Ageism Foundations of Inclusion focuses on how ageism develops and leads to injustice, disadvantage, and harm. It addresses ageism in all its forms, including prejudices, discriminatory acts, and institutional policies.

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**Class and Socioeconomic Status**

The goal of this FOI is to provide UVU faculty and staff with an understanding of what UVU students can experience in terms of class, socioeconomic status, and basic needs. With this information, we hope that UVU faculty and staff can integrate this knowledge into their campus role to show exceptional care to students.

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**Gender**

This FOI introduces gender as a social category, discusses gender-related terminology, and provides a brief analysis of gender roles and relations in society as well as in higher education.

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**Green Zone**

Modeled on the "Safe Zone" program, Green Zone is designed for faculty and staff to receive training about issues potentially facing service members, veterans, and their families. This FOI is designed to develop tools to better serve veteran and military affiliated students.

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**Interreligious, Interfaith, & Worldview**

Worldview: The foundational outlook you have on life that helps you make sense of the world around you. Interfaith: "Interfaith" is about how our interactions with those who are different impacts the way we relate to our religious and ethical traditions, and how our relationships with our traditions impact our interactions with those who are different from us.

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**Mental Health**

The Mental Health FOI provides a brief description on the prevalence of mental health issues, particularly anxiety and depression. Participants will also learn about important mental health concepts, such as empathy, anxiety, depression, and suicide. Finally, participants will be taught how to approach sensitive mental health issues with regard to students and colleagues.

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**Queer Identity & Sexuality**

This session focuses on the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual + community at UVU with an emphasis on common vocabulary and understanding our student population through interactive group discussion and activities.

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**Race & Ethnicity**

A participatory workshop for cursory knowledge of definitions, history, and examples of race and ethnicity, including laws and policies predicated on both or either, and how such knowledge impacts what we do in higher education.

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**Refugees**

This FOI provides information to support our refugee and immigrant students, faculty, and staff.

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**Supporting Undocumented Students**

Participants will gain knowledge of definitions, student impact and how to assist undocumented and DACAmented students effectively by understanding policy that impacts this population.

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## Intersectionality

*The way the different parts of our identities combine and overlap to make each of us who we are combined with the way those identities can impact the societal advantages and disadvantages we may have.*

**Body Image**

Your body doesn't define you. No matter your size, shape, color, or ability, you deserve to take up space in this world. In this FOI, we will focus on size. We will discuss the myths, lies, and realities of health, obesity, and the natural shapes of our community.

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**Interfaith 2**

Worldview: The foundational outlook you have on life that helps you make sense of the world around you. Interfaith: "Interfaith" is about how our interactions with those who are different impacts the way we relate to our religious and ethical traditions, and how our relationships with our traditions impact our interactions with those who are different from us.

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**Interfaith 3**

RETURNING SPRING 2024

**Intersectionality**

The Intersectionality FOI explores how different aspects of identity come together to create different life experiences for people.

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## Relationality

*The idea that everything we do is in relation to other people and that the intersectional identities we hold are part of those interactions. That our identities can cause disparities in relationships between people and groups, especially when intersectionality and positionality are considered.*

**Anti-Racism, Racial Justice, & Whiteness**

In this 4 part FOI series, participants will explore the relationship between Whiteness (not the same as White identity), White supremacy, and racism. We will also discuss tools and strategies to combat racism, because we know that it is not enough to simply understand racism

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**Dialogue**

This workshop will be group discussion where participants will have time consider identities that they each hold and the privilege those identities give them. The facilitators will provide group expectations and then offer questions that each person will be expected to answer, these questions will help participants better understand themselves and others.

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**Global Competence**

This FOI examines global competence and the importance of a global perspective on campus. Participants in this FOI learn tools of global competency and how to apply this toolkit in their work at UVU.

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**Justice & Healing**

Belonging is an important aspect of Equity, Inclusion, & Diversity. With the controversy surrounding EID, which has a big impact on justice, the lack of both equity and justice informs us we must heal.

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**Interpreting Equity, Inclusion, and Diversity Data**

This workshop is designed to help identify, gather, and present reliable and accurate metrics of equity, inclusion, and diversity and discuss how we interpret the data into effective storytelling.

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**Microaggressions**

At UVU we aim for a diverse and inclusive culture. Each of us have the power to better promote and move closer to this goal as we become aware of and understand Microaggressions. Together we will explore what Microaggressions are, share our experiences, and practice disrupting incidents.

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