



# ASU

## TO BE WELCOMING

### To Be Welcoming (TBW) Overview

These 15 courses address conscious and unconscious bias toward groups that have been marginalized at both the individual and systemic level. This curriculum is intended to help users navigate ways to engage with difficult topics through academically robust, objective, and research-based content. The foundational course will introduce thought processes and terminology that will be presented throughout the curriculum. The 14 remaining courses will cover topics in more depth, including race, gender, religion, political culture, disabilities, sexuality, nationality and age.

For this curriculum, ASU has developed a robust internal and external peer advisory board, across disciplines, expertise areas, and universities.

### How to engage with the courses and written materials:

The curriculum allows users to complete courses in any order and revisited as often as desired, encouraging learners to drive their own development and accommodating individual experiences and interests. The intention is that these design characteristics will inspire inquiry, vulnerability, and genuine respect for others. **Begin engaging in three steps:**

step

1

Given our current national environment, we recommend starting to engage with TBW through the lens of these three courses: [TBW Foundational Course](#), [Racial Bias](#) and [Black/African American Bias](#)

step

2

Use these PDF's as summary guides for your learning: [Foundational](#), [Race](#) and [Black/African American](#)

step

3

Engage in additional courses on other marginalized groups including: Gender, religion, political culture, disabilities, sexuality, nationality and age within the [To Be Welcoming](#) curriculum.

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