

UI Staff Council Meeting

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# Cultivating Inclusive Communities (CIC)

**Maria Bruno, Executive Director of Belonging and Inclusion & Assistant to Vice President for  
Division of Student Life**

**Teri Schnelle, Director of Projects and Programs**

# Cultivating Inclusive Communities-Kognito

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Dynamic,  
experiential learning  
proven to change  
student lives

# Time Together

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- Background
- Pilot Survey Results
- Resources
- Call to action

# Background

Kognito is a health simulation company comprised of 75+ learning experts, designers and client success professionals.

This evidence-based simulations harness the power of conversations with virtual humans to build skills through practice and personalized feedback.

Over 1+ million educators, students, and health professionals across 500 organizations have used Kognito simulations to change lives.



# Cultivating Inclusive Communities

A 30 min interactive, self-paced and evidence-based simulation

## Learning Objectives:

1. Evaluate diverse perspectives, navigating ambiguity and complexity
2. Effectively build relationships across differences
3. Recognize and critically reflect on personal beliefs, attitudes, and biases
4. Demonstrate effective communication skills that create brave spaces
5. Act as an advocate for the rights of other and self
6. Recognize your role in fostering a caring and inclusive school climate



CULTIVATING  
**INCLUSIVE**  
COMMUNITIES

# Hearing from the product advisors



<https://youtu.be/R-V8VBGuVMw>

## Cultivating Inclusive Communities at the UI

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**96%**

of faculty and staff would recommend to others

**94%**

reported the program prepared them to navigate difficult conversations using a growth mindset

**91%**

said the program helped them recognize opportunities where they can create a sense of belonging for others

**7%** increase in feeling confident in ones ability to recognize when a statement or action has negatively impacted someone's sense of belonging in their communities

**25%** increase in feeling confident in own ability to address biased language or actions in others

**8%** increase in feeling confident in own ability to recognize biased thoughts or actions in myself

**16%** increase in feeling confident in own ability to advocate for others and myself in building an inclusive campus community

## What we can do.....

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**Staff and Faculty** play a vital role in creating a connected campus where all students have a strong sense of belonging and feel supported.

**Cultivating Inclusive Communities** equips faculty and staff with knowledge and skills to create a safe, supportive, respectful and welcoming culture directly related to overall student wellness and success.



# Resources

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- <https://diversity.uiowa.edu/programs/training-programs/cultivating-inclusive-communities>
- [Webinar Recording \(Youtube\)](#)
- Facilitator Guide

Cultivating Inclusive Communities

# Questions?

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