CIU delivered its diversity training through a **department-specific workshop series** designed to translate abstract equity goals into concrete academic practices in February 2025. Rather than a generic HR seminar, the program utilized **case-study-based learning** to address specific institutional challenges: **mitigating unconscious bias** in tenure and promotion reviews, dismantling the **"hidden curriculum"** that creates barriers for first-generation students, and implementing **inclusive pedagogy** to diversify course materials and citation practices.

By focusing on these high-impact areas, the training moved beyond passive compliance toward an active restructuring of the campus climate. This approach ensured that both administrative and academic staff were equipped with the tools to navigate the boundary between **academic freedom** and **inclusive conduct**, ultimately embedding equity directly into the university's research, hiring, and instructional frameworks.



