Instructional Design Document

Diversity and Inclusion

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Internal Navigation

1. Project Context.

Background/Purpose:

The purpose of this e-learning course on diversity and inclusion is to help learners gain a deeper understanding of the complexities of race and racism in today's society. The course is based on Ijeoma Oluo's book "So You Want to Talk About Race" and other related sources, and is designed to help learners recognize and address issues related to race and racism in their personal and professional lives.

End Objectives:

1. By the end of this course, learners will be able to:
2. Define key terms related to race and racism, including white supremacy, privilege, and microaggressions.
3. Identify the ways in which race and racism intersect with other aspects of identity, such as gender and sexuality.
4. Analyze the impact of historical and systemic racism on contemporary society, including issues related to policing, education, and healthcare.
5. Recognize their own biases and privilege, and develop strategies for addressing them.
6. Engage in constructive conversations about race and racism, including listening actively and responding appropriately to others' perspectives.
7. Take action to promote diversity and inclusion in their personal and professional lives, including advocating for change and challenging discriminatory practices.

2. Project Requirements.

Specifications:

- 1 to 3 hours to complete.
- Approx. $800 per user.
- Standards for completion:
    - Completion of all modules.
    - Passage of quizzes.
    - Participation in interactive elements such as discussion forum or case studies.
- Certificate of completion awarded upon meeting the above standards.

3. Audience Profile and Learning Requirements.

Audience Profile:

- Demographics: Newly hired as well as continuing faculty members of the University of Miami.
- Age range: 25-65 years.
- Education level: Doctoral or other advanced professional degree.
- Professional background: Experienced educators with a diverse range of academic backgrounds and expertise.
- Job role: Faculty members with a variety of roles, including professors, lecturers, researchers, and academic advisors.
- Experience with diversity and inclusion: Diverse range of experiences and understanding of diversity and inclusion issues, ranging from novice to expert levels.
- Technology experience: Familiarity with technology and comfortable with using online learning platforms.

Required Learning Materials:

- Interactive modules: These modules can be developed to explain the importance of diversity and inclusion, unconscious bias, microaggressions, and other related concepts.
- Videos: Videos can be used to provide real-life examples of diversity and inclusion in the workplace, showcasing the positive impacts it can have on organizational culture.
- Case studies: Case studies can be developed to explore diversity and inclusion in a specific context, allowing learners to think critically about how these concepts apply to different situations.
- Assessment tools: Assessment tools such as quizzes or surveys can be used to evaluate learners' understanding of the material and identify areas where additional training may be needed.
- Resource library: A resource library can be created with articles, books, and other materials that learners can access to further their understanding of diversity and inclusion.
- Discussion forums: Discussion forums can be used to facilitate peer-to-peer learning and allow learners to share their thoughts and experiences on diversity and inclusion in the workplace.
- Accessible design: The course materials should be designed to be accessible to all learners, including those with disabilities or other special needs.
- A learning management system (LMS): An LMS can be used to deliver and track the course materials, as well as provide learners with access to additional resources and support.

4. Course Objectives and Assessment.

Bloom's Taxonomy, specifically in the areas of knowledge, comprehension, application, analysis, and evaluation, are used to formulate these objectives.

- For example, the objectives related to understanding key concepts, recognizing biases, and identifying and overcoming barriers to inclusivity all align with the knowledge and comprehension categories.
- The objectives related to case studies, discussion questions, and quizzes align with application, analysis, and evaluation categories as they require learners to apply their knowledge to real-world situations, analyze complex scenarios, and evaluate their own understanding of the material.

Objectives for Module 1: Understanding Race and Racism

- Define key concepts related to race and racism.
- Explain the history of race and racism in the United States.
- Recognize and confront personal biases.
- Identify ways racism is perpetuated in institutions and society.

Objectives for Module 2: Intersectionality and Systemic Oppression

- Define intersectionality and explain how it affects different social identities.
- Identify how different forms of oppression intersect and reinforce each other.
- Explain how systemic oppression affects marginalized communities.
- Provide strategies for addressing intersectionality and systemic oppression.

Objectives for Module 3: Strategies for Building an Inclusive Workplace

- Explain best practices for creating a diverse and inclusive workplace culture.
- Identify effective communication strategies for addressing issues of diversity and inclusion.
- Identify common barriers to inclusivity and strategies for overcoming them.
- Provide strategies for building an inclusive team and leveraging diversity for better business outcomes.

Assessment:

- Demonstrate understanding of the key concepts related to race and racism.
- Identify ways to address intersectionality and systemic oppression in personal and institutional settings.

- Identify best practices for creating a diverse and inclusive workplace culture.
- Identify effective communication strategies for addressing issues of diversity and inclusion.
- Provide strategies for building an inclusive team and leveraging diversity for better business outcomes.

5. Instructional Strategy.

- Videos: Including videos of real people sharing their experiences of diversity and inclusion in the workplace. These could be interviews, panel discussions, or even short clips of people sharing their thoughts on specific topics.
- Interactive activities: Using interactive activities such as quizzes, polls, and scenarios to engage learners and encourage them to reflect on their own experiences and biases. This can be particularly useful for assessment and KPIs.
- Infographics: Using infographics to visually convey complex concepts and data in a clear and concise manner. This can be particularly useful when discussing statistics or research on diversity and inclusion.
- Case studies: Using case studies illustrates real-world examples of diversity and inclusion challenges and solutions. These could be based on real-life scenarios or hypothetical situations.
- Interactive simulations: Using interactive simulations can provide learners with an immersive learning experience where they can practice applying their knowledge and skills in a safe and controlled environment.

6. Potential KPIs.

Module 1: Understanding Diversity and Inclusion

- Completion rate of the module
- Average quiz score
- Percentage of participants who report increased knowledge and awareness of diversity and inclusion topics through post-module surveys
- Percentage of participants who report a shift in their attitudes and behaviors towards diversity and inclusion through post-module surveys

Module 2: Unconscious Bias and Microaggressions

- Completion rate of the module
- Average quiz score

- Percentage of participants who report increased understanding of unconscious bias and microaggressions through post-module surveys
- Percentage of participants who report increased ability to recognize and address unconscious bias and microaggressions in the workplace through post-module surveys
- Reduction in complaints or reports of unconscious bias or microaggressions after the module is implemented

Module 3: Strategies for Building an Inclusive Workplace

- Completion rate of the module
- Average quiz score
- Percentage of participants who report increased understanding of strategies for building an inclusive workplace through post-module surveys
- Percentage of participants who report increased ability to identify and overcome barriers to inclusivity in the workplace through post-module surveys
- Improvement in employee engagement and retention rates after the module is implemented

7. Course Format or Structure.

Module 1: Understanding Race and Racism

Slide Overview:

- Introduction to key concepts: race, racism, prejudice, discrimination, and privilege.
- History of race and racism in the United States.
- How to recognize and confront personal biases.
- Discussion of how racism is perpetuated in institutions and society.

Content Strategy:

- Storytelling (Case Studies)
- Interactive Activity (Quiz)
- Microlearning

Case Studies:

- Case Study A: Mark is a white employee who has been working at a company for five years. He notices that the company's leadership is

primarily made up of white people and that there are very few people of color in management positions. Mark wants to bring attention to this issue but is not sure how to approach his colleagues about it. What should Mark do?

- Case Study B: Chloe is a Black employee who has been working at a company for two years. She feels uncomfortable at work because some of her colleagues make insensitive comments about race and culture. Chloe wants to speak up but is afraid of being ostracized or losing her job. What should Chloe do?

Discussion Questions:

1. How does systemic racism differ from individual racism?
2. Why is it important to recognize and address implicit bias?
3. How can companies address issues of diversity and inclusion in their hiring and promotion practices?

Quiz:

1. What is systemic racism?

    a. Racism that occurs on an individual level.
    b. Racism that is built into social and economic systems.
    c. Racism that occurs in isolated incidents.

2. What is the difference between implicit and explicit bias?

    a. Implicit bias is unconscious while explicit bias is conscious.
    b. Implicit bias is conscious while explicit bias is unconscious.
    c. There is no difference between implicit and explicit bias.

Module 2: Intersectionality and Systemic Oppression

Slide Overview:

- Definition of intersectionality and how it affects different social identities (race, gender, sexuality, etc.)
- Discussion of how different forms of oppression (racism, sexism, homophobia, etc.) intersect and reinforce each other.
- How systemic oppression affects marginalized communities in terms of access to resources, opportunities, and social mobility.
- Strategies for addressing intersectionality and systemic oppression in personal and institutional settings.

Content Strategy:

- Storytelling (Case Studies)
- Interactive Activity (Quiz)

Case Studies:

- Case Study A: Jasmine is a white employee who has a close relationship with a Black colleague, Tanya. Jasmine wants to be an ally to Tanya, but she doesn't know how to start a conversation about race without coming across as insensitive or patronizing. What should Jasmine do?
- Case Study B: Michael is a Black employee who is frustrated because his colleagues constantly ask him to speak for all Black people. Michael feels that he is being put in a position where he is expected to educate his colleagues on racism. How should Michael respond to these requests?

Discussion Questions:

1. How can individuals become effective allies to people of color?

2. Why is it important to recognize and avoid microaggressions?

3. How can individuals navigate conversations about race without perpetuating harmful stereotypes or assumptions?

Quiz:

1. What is white privilege?

   a. The idea that white people are superior to people of color
   b. The idea that white people have certain advantages based on their skin color
   c. The idea that white people are immune to racism

4. What is a microaggression?

   a. A small, intentional act of discrimination
   b. A small, unintentional act of discrimination
   c. A large, intentional act of discrimination

Module 3: Strategies for Building an Inclusive Workplace

Slide Overview

- Best practices for creating a diverse and inclusive workplace culture.

- Effective communication strategies for addressing issues of diversity and inclusion.
- How to identify and overcome common barriers to inclusivity.
- Strategies for building an inclusive team and leveraging diversity for better business outcomes.

Content Strategy:
- Storytelling (Case Studies)
- Interactive Activity (Quiz)

Case Studies:
- Case Study A: Marie is the HR manager at a company that is committed to diversity and inclusion. However, Marie notices that some employees are resistant to these efforts and feel that diversity initiatives are unfair or unnecessary. How can Marie help these employees understand the importance of diversity and inclusion?
- Case Study B: José is a transgender employee who is worried about coming out at work. James is unsure of how his colleagues will react and is afraid of losing his job. What can the company do to create a more inclusive workplace for José and other LGBTQ+ employees?

Discussion Questions:
1. What are some effective ways to address and overcome unconscious bias in the workplace?

2. How can leaders promote a culture of inclusivity and diversity within their organizations?

3. How can individuals leverage their own unique experiences and perspectives to promote inclusivity and diversity within their teams and organizations?

Quiz:
1. What are some effective communication strategies for addressing issues of diversity and inclusion in the workplace?
   a. Ignoring the issue
   b. Confronting the issue head-on
   c. Providing vague feedback
   d. None of the above
2. What are some common barriers to inclusivity in the workplace?

       a. Lack of diversity
       b. Unconscious bias
       c. Limited access to resources
       d. All of the above

3. What are some strategies for building an inclusive team and leveraging diversity for better business outcomes?

       a. Encouraging open communication and feedback
       b. Celebrating differences
       c. Providing opportunities for growth and development
       d. All of the above

8. Development Tools.

iSpring Suite: This authoring tool includes a range of features for creating interactive and engaging e-learning courses, including templates, quizzes, and interactive simulations. It also includes a wide range of multimedia support, including audio and video, and supports integration with other tools like PowerPoint.