EVERFI

Diversity, Inclusion & Belonging

Course Outline with Learning Objectives

Learner Audience: Faculty & Staff

Module & Topics	Module Description	Learning Objectives
		Learners will be able to...
Introduction 📄 Configurable Pages: 4 · Welcome to the course · How the course works	This module will serve as an introduction to the content, setting the stage for learning by reinforcing the purpose of the course, providing important notes about language used and avenues for further support, and housing the pre-assessment and pre-survey, along with any configurable content.	· Define anti-racism and its role as an undergirding principle of the entire course · Identify the purpose for this course in creating a more inclusive and equitable working environment and that all employees play a role in that effort
Foundations for Belonging 📄 Configurable Pages: 2 · DEI terms and concepts · Characteristics that contribute to an environment of belonging	This module introduces the learner to foundational terms and concepts around diversity, equity, and inclusion, as well as key characteristics and behaviors that contribute to a healthy, inclusive, and equitable working environment of belonging.	· Define key concepts related to diversity, equity and inclusion in the working environment · Describe the value of workplace diversity, equity, and a culture of inclusion

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		· Demonstrate behaviors that foster an inclusive, equitable work environment
Exploring Our Identities 📄 Configurable Pages: 2 · Understanding the complexities of holding multiple identities · Identity and power dynamics	This module has learners reflect on their own identities, and to begin understanding the complexities of holding multiple identities. Additionally, it will focus on the relationship between identity and power dynamics in a workplace. Through an engaging scenario, learners will practice recognizing and taking positive action if they observe concerning attitudes or behavior based on identity.	· Define identity/identities and power · Demonstrate appropriate prevention and intervention skills to foster diversity and inclusion, mitigate bias, and address acts of exclusion across identities and power differences
Addressing Our Biases 📄 Configurable Pages: 2 · Introduction to bias · Strategies for recognizing and addressing bias	This module is designed to introduce the learners to the origins of biases, common types of bias, and the impact that bias can play on our own decision making. This module also equips learners with strategies for recognizing and addressing bias when they notice it in action (including in their own thinking) to support a working environment of belonging.	· Define bias and common types of bias (in people and processes/systems) · Demonstrate appropriate prevention and intervention skills to foster diversity and inclusion, mitigate bias, and address acts of exclusion

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Understanding Our Impact
📄 Configurable Pages: 2

· Understanding the impact of microaggressions · Responding to microaggressions	This module will emphasize the impact learners have on creating a working environment of belonging through exploring the topic of microaggressions. The content will help learners understand the impact of subtle, yet common, microaggressions (such as touching someone's hair, commenting about body size, and more), as well as provide concrete guidance about what to do or say instead. Learners will focus on how to respond if one commits a microaggression, as well as how to respond if someone is the target of a microaggression in the workplace.	· Define microaggression · Differentiate between intent and impact (and that impact includes harm to people and culture) · Identify appropriate responses if you have committed a microaggression or received/witnessed a microaggression using bystander intervention tactics

Tools for Allyship
📄 Configurable Pages: 2

· Explore allyship and working as an advocate · Effective communication · Strategies to support inclusion	This module will encourage learners to explore allyship, and as an extension, working as an advocate or accomplice. There will be a focus on effective communication and how to take positive action as an ally. Learners will practice various strategies for supporting inclusion.	· Define allyship and its connection to acting as advocates and accomplices · Introduce skills to put perspective taking, validating, "calling in" and "calling out", and active listening into action · Review steps of bystander intervention together

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Conclusion
📄 Configurable Pages: 4

Module & Topics	Module Description	Learning Objectives
· Course conclusion · Reinforcing course topics	This module will conclude the Diversity, Inclusion, and Belonging course, reinforcing the positive impact that everyone can have on fostering belonging in their workplace environment. This module also houses the post-assessment and post-course survey, as well as configurable content.	· Describe the value of workplace diversity, equity, and a culture of inclusion