

Diversity, Inclusion, & Belonging

Course Outline – All Employees

Module	Learning Objectives	# of Customizable Pages
Introduction	<ul style="list-style-type: none">• 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.	4
Foundations for Belonging	<ul style="list-style-type: none">• Define identity and list the different types of identities.• List strategies that people use to reduce the likelihood of discrimination or exclusion.	2
Exploring Our Identities	<ul style="list-style-type: none">• 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.	2

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Addressing Our Biases	<ul style="list-style-type: none">• 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.	2
Understanding Our Impact	<ul style="list-style-type: none">• 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.	2
Tools for Allyship	<ul style="list-style-type: none">• 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.	2

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Conclusion

- Describe the value of workplace diversity, equity, and a culture of inclusion.

4