

Embracing Diversity: Creating Equitable Work Environments Curriculum

WELCOME

- Welcome to Embracing Diversity: Creating Equitable Work Environments
- Literacy Support
- Course Dates and Curriculum
- Understanding of Course Completion Date for Digital Badge
- Disclaimer
- Policy: Downloadable Content and Access to Materials
- Tuition Tax Credits - CRA Form T2202
- How to Use This Course
- Course User Guide
- On-Lesson Discussion

Module 1: Introduction to Diversity, Equity, and Inclusion (DEI)

- Lesson 1: Defining Diversity, Equity, Inclusion, and Belonging (DEIB)
- Lesson 2: Statistics and Research on the Impact of DEI
- Lesson 3: The Impact of DEI in the Nonprofit Sector
- Lesson 4: Intersectionality and Identity
- Lesson 5: From Data to Diversity: The 2021 Census Profile and its DEI Applications
- Lesson 6: Historical Contexts and Systemic Inequities
- Lesson 7: Best Practices for Fostering DEIB
- Lesson 8: Canadian Centre for Diversity and Inclusion
- Lesson 9: Case Study: Benefits of Diverse Teams
- Lesson 10: Diversity Statements
- Assignment: Crafting Impactful DEI Statements
- Module 1: QUIZ

Module 2: Unconscious Bias and Microaggressions

- Lesson 1: What is Unconscious Bias?
- Lesson 2: Understanding Microaggressions
- Lesson 3: Impact of Bias on Workplace Decisions
- Lesson 4: Tools and Techniques for Recognizing and Challenging Biases
- Module 2: QUIZ

Module 3: Creating Inclusive Communication and Language

- Lesson 1: Guidelines for Using Inclusive Language
- Lesson 2: Strategies for Active Listening and Empathetic Communication

- Lesson 3: Techniques for Addressing Insensitive or Offensive Language
- Module 3: QUIZ

Module 4: Inclusive Hiring and Equitable Practices

- Lesson 1: Recognizing Bias in Recruitment and Promotion
- Lesson 2: Equitable Hiring Frameworks
- Lesson 3: Inclusive Job Descriptions
- Lesson 4: Inclusive Interviewing
- Lesson 5: Pay Equity
- Lesson 6: Beyond Bias - Your Guide to Structured & Equitable Talent Decisions
- Lesson 7: Equitable Advancement Opportunities
- Assignment: Analyzing Inclusive Hiring Practices in Job Advertisements
- Module 4: QUIZ

Module 5: Fostering an Inclusive Workplace Culture

- Lesson 1: Psychological Safety and Belonging
- Lesson 2: Four Stages of Psychological Safety
- Lesson 3: Overcoming Challenges: Acknowledging the "Elephant in the Room"
- Lesson 4: Inclusive Leadership and Accountability
- Lesson 5: Strategies for Creating Inclusive Team Meetings and Events
- Lesson 6: Supporting Employee Resource Groups (ERGs)
- Module 5: QUIZ

Module 6: Addressing Harassment and Discrimination

- Lesson 1: Legal Responsibilities and Policies
- Lesson 2: Recognizing and Responding to Discrimination and Harassment
- Lesson 3: Power Dynamics and Intersectionality
- Lesson 4: Allyship and Bystander Intervention
- Module 6: Quiz

Module 7: Sustaining DEI - Strategy and Continuous Growth

- Lesson 1: Building a DEI Strategy Aligned with Organizational Goals
- Lesson 2: Metrics and Evaluation for DEI Initiatives
- Lesson 3: Continuous Learning and Feedback Loops
- Lesson 4: Leading Change and Overcoming Resistance
- Module 7: Quiz

WRAP UP

- Reflection Assignment: Embracing Diversity: Creating Equitable Work Environments
- Course Evaluation