DIVERSITY AWARENESS ONLINE COURSES

FACULTY GUIDE

Course Structure
Stand-alone modules featuring video lectures and guest speakers, and community resources. Closed captioning and text transcripts of the videos are available.

Learning Options
Personal reflections and activities that can be offered as alternative class assignments. Assessment tools to track diversity and intercultural learning outcomes.

Classroom Support
Workshop facilitators are available to introduce the courses and provide checkpoint sessions throughout the academic term. Ongoing support to students and faculty.

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Overview

SUITE OF COURSES
To support students’ development of their diversity awareness and intercultural competence as well as their understanding of gender and sexual diversity, Academic Success Centre currently offers three Diversity Awareness Online Courses, housed in the LEARN (D2L Brightspace) learning management system, as follows:
  - Cultural Diversity Awareness Course
  - Gender and Sexual Diversity Awareness Course
  - Disability Awareness Course

COURSES STRUCTURE
Each course is structured in modules, which are created as stand-alone units that can provide independent learning experiences in the classroom or remotely. Each course has an Overview section describing the learning outcomes and learning activities, and an Introduction section that includes some key concepts and definitions and/or instructions to navigate the courses. Each course has 4-6 modules that include a variety of lessons with video lectures and guest speakers. The courses also include Diverse Perspectives videos that showcase different perspectives on how to create diverse and inclusive environments for all, as well as a Resources section with links to community resources.

LEARNING OUTCOMES
The Diversity Awareness Online Courses aim to support students in academic programs to meet diversity and intercultural learning outcomes embedded in their various academic courses. The courses provide foundational knowledge around diversity awareness, intercultural competence, gender and sexual diversity, and disability awareness, and instructors can apply this content to their own professional fields and programs.

ASSESSMENTS AND LEARNING ACTIVITIES
Each course provides a Course Pre-Assessment Tool and a Course Post-Assessment Tool to track students’ self-assessment of diversity and intercultural learning outcomes.

In addition, each module provides two learning activity options: a Module Assignment and a Personal Reflection. These learning activities can be offered by the instructors as alternative class assignments. A customized diversity evaluation rubric for the Personal Reflections is also available online, and the completion of these reflections within the LEARN environment is tied to the LEARN competencies tool to track diversity and intercultural learning outcomes.

COMPLEMENTARY RESOURCE TO IN-CLASSROOM WORKSHOPS
Access to the Diversity Awareness Online Courses is provided to students that will be participating of Diversity Training in-classroom workshops. Following the delivery of in-classroom workshops, Post-Workshop Learning Activities are provided to the instructors which include suggestions of specific resources in the Diversity Awareness Online Courses to share with their students to continue their learning journey.

ADDITIONAL OPTIONS FOR USE
Faculty can also employ the Diversity Awareness Online Courses with their classes in various ways, including:
  - As Faculty Resource
    Instructors can refer to the content of the Diversity Awareness Online Courses as an additional resource when planning their classes. In this case, instructors would be granted access to the Diversity Awareness Online Courses but may not find it necessary to provide access to their students.
  - Available Student Resource
    Instructors may provide access to the Diversity Awareness Online Courses to their students as additional learning resources that students may visit and complete based on their own learning needs.
• **Recommended Student Coursework**
  Instructors can provide access to the *Diversity Awareness Online Courses* to their students and request they complete part or all content of the courses, based on specific learning outcomes for their academic courses. In this case, the competencies tool in LEARN can be employed to track completion of diversity and intercultural learning outcomes.

• **For Graded Assignment**
  Instructors can provide access to the *Diversity Awareness Online Courses* to their students and require students to complete module assignments or personal reflections, which will be graded by the instructors as part of the students’ coursework. In this case, the customized diversity evaluation rubric for the *Personal Reflections* can be used as reference for grading. In addition, the competencies tool in LEARN can also be employed to track completion of learning outcomes.

**ENROLMENT TO COURSES**

In order to enroll their students in these shells, faculty need to submit their student class roster, including student names, student id numbers, and student academic emails (information preferable in an Excel document).

Faculty members are granted *Instructor* rights to the LEARN courses so they can oversee their students’ work and have direct access to track their progress through the courses content, as well as any submission of module assignments or personal reflections.

**SCHEDULE**

The *Diversity Awareness Online Courses* are self-paced courses available online 24/7, and completion of course content is dependent on instructors’ schedules and specific instructions to their students.

In general, student would have access to the *Diversity Awareness Online Courses* until their academic course is completed, but access to the *Diversity Awareness Online Courses* can be extended at the request of instructors.

**TECHNOLOGY REQUIREMENTS**

The technology and equipment required for the courses is a computer or tablet with sound system, Microsoft Office package, Adobe Reader, e-mail and Internet connection.

**ACCESSIBILITY**

The *Diversity Awareness Online Courses* have accessibility as a core value and they meet some key Web Content Accessibility Guidelines (WCAG) 2.1 AA and AAA criteria, including:

• Closed captions for all recorded video (*all Diversity Awareness Online Courses*)
• Text transcriptions for all recorded video (*all Diversity Awareness Online Courses*)
• Sign language (ASL) videos to accompany all recorded video (*Disability Awareness Course*)
• Audio media for videos recorded in sign language (*Disability Awareness Course*)
• Content format compatible for Screen Readers (*Disability Awareness Course*)
• Plain Language summaries for all recorded videos (*Disability Awareness Course*)

**SUPPORT**

Diversity trainers from Academic Success Centre are available to introduce the *Diversity Awareness Online Courses* in the classroom and provide checkpoint sessions throughout the academic term. Ongoing support to students and faculty is also available.
Courses Description

Cultural Diversity Awareness Course

The Cultural Diversity Awareness Course aims to increase students' awareness of diversity and intercultural competence as they communicate, learn and work in the local diverse community, and the global environment.

LEARNING OUTCOMES

Module 1: Diversity and Cultural Awareness
- Identify the multiple dimensions of our cultural identities
- Explain how culture, personality and human nature interact with each other
- Describe how our underlying beliefs and values make up for different cultural perspectives and experiences
- Describe how our own assumptions and prejudices influence interactions with individuals from other cultural backgrounds or within different cultural contexts

Module 2: Intercultural Self
- Identify our own core cultural values and how they may differ from other people’s values
- Explain how the multiple dimensions of our cultural identities intersect with each other to create unique individual experiences
- Describe the mindset, skills and sensitivity needed to develop intercultural competence
- Describe the impact of microaggressions and discrimination, and identify strategies to interrupt disrespectful and discriminatory behaviours

Module 3: Your Intercultural Journey
- Describe how enhancing our intercultural competence is a lifelong learning development process, and identify strategies to move through the different stages of intercultural competence to reach adaptation and integration within different cultural contexts
- Explain how individuals move through the different stages of the cultural adjustment cycle, and identify strategies to navigate this cultural process
- Identify effective strategies to uncover unwritten cultural rules encountered in intercultural situations, recognize cultural differences, and manage unexpected intercultural situations
- Describe the impact of global citizenship and identify strategies to share our knowledge and experience

Module 4: Intercultural Communication
- Describe how individual personalities and cultural backgrounds frame and influence our communication styles
- Identify strategies to prevent communication misunderstandings and conflicts, and effectively manage gaps between intention and perception in intercultural communication
- Describe the impact of both verbal and non-verbal communication in an intercultural context, and identify different communication styles across different cultural backgrounds
- Compare the personal/cultural communication style with the Canadian communication style, and with communication styles from other cultural backgrounds

LEARNING ACTIVITIES

Module 1: Diversity and Cultural Awareness
- Module Assignment: Discovering Your Cultural Diversity
- Personal Reflection

Module 2: Intercultural Self
- Module Assignment: Core Cultural Values and Culture Mapping
- Personal Reflection

Module 3: Your Intercultural Journey
- Module Assignment: Culture Learning Strategies Inventory, Moving Through the Stages
- Personal Reflection

Module 4: Intercultural Communication
- Module Assignment: Communication Styles
- Personal Reflection
Gender and Sexual Diversity Awareness Course

The Gender and Sexual Diversity Awareness Course aims to increase students’ awareness about gender and sexual diversity, and strategies for respectful and affirming communication.

LEARNING OUTCOMES

**Module 1: LGBTT* Terminology**
- Define concepts of biological sex, gender identity, gender expression, and sexual orientation
- Identify affirming and respectful terminology
- Describe the diversity and complexity in human sexuality specific to LGBTT* communities

**Module 2: Cultural Considerations**
- Describe the role of culture related to gender and sexual diversity
- Discuss social and cultural considerations related to gender and sexual diversity

**Module 3: Manifestations of Homophobia, Biphobia, Transphobia and Heterosexism**
- Describe concepts and manifestations of homophobia, biphobia, transphobia, heterosexism, and other forms of systemic oppression or ‘othering’
- Identify ways to bridge cultural gaps and create affirming spaces inclusive of gender and sexual diversity

**Module 4: Strategies for Inclusiveness**
- Identify ways to deal with problematic language or incompatible values in educational spaces
- Identify ways to respond to disclosure and supportive best practices

**Module 5: History of Pride and LGBTT* Rights**
- Summarize the history and key moments of the Pride movement in North America
- Describe LGBTT* rights in the world today

**Module 6: College, Local and National Resources**
- Identify initiatives and resources for awareness and support around gender and sexual diversity in the College, the local community, and at the national level

**Additional Module: Becoming an Ally**
- Describe the role of Ally for LGBTT* communities
- Identify Ally strategies and resources

LEARNING ACTIVITIES

**Module 1: LGBTT* Terminology**
- Module Assignment: LGBTT Awareness Questionnaire
- Personal Reflection

**Module 2: Cultural Considerations**
- Module Assignment: Videos “Devotion Project”
- Complete Personal Reflection

**Module 3: Manifestations of Homophobia, Biphobia, Transphobia and Heterosexism**
- Module Assignment: Partner Privilege Questionnaire
- Complete Personal Reflection

**Module 4: Strategies for Inclusiveness**
- Module Assignment: Comfort Zone Questionnaire
- Personal Reflection

**Module 5: History of Pride and LGBTT* Rights**
- Module Assignment: Videos “Courage in the Face of Hate”
- Personal Reflection

**Module 6: College, Local and National Resources**
- Module Assignment: Videos “Closeted Stories”
- Personal Reflection

**Additional Module: Becoming an Ally**
- Module Assignment: Ally Action Activity
- Personal Reflection
Disability Awareness Course

The Disability Awareness Course aims to enhance students' awareness about individuals with disabilities, and provide strategies for inclusiveness and social responsibility.

LEARNING OUTCOMES

Module 1: Exploring Disabilities

- Describe the complexity of perspectives surrounding the discussions and definitions around disability and inclusion
- Identify current and inclusive language related to the field of disability
- Describe different approaches to disability
- Describe types of disabilities

Module 2: Cultural Considerations

- Explain how different cultural values influence the perceptions and attitudes around disability
- Identify different cultural aspects that can intersect and impact the identity of people with disabilities
- Describe the cultural perspective of the Indigenous community as it relates to their understanding of disability

Module 3: Strategies for Inclusion

- Describe how key concepts of stigma, prejudice and discrimination impact people with disabilities
- Describe the concepts of accessibility and accommodation
- Identify strategies for inclusion when interacting with people with disabilities, including group work and use of inclusive language

Module 4: A Deaf Perspective

- Describe the cultural perspective of the Deaf community as it relates to their understanding of disability
- Explain concepts of culture, identity, oppression, and inclusion from a Deaf community’s perspective.

LEARNING ACTIVITIES

Module 1: Exploring Disabilities

- Module Assignment: #InvisiblyDisabledLooksLike
- Personal Reflection

Module 2: Cultural Considerations

- Module Assignment: Video trailer of “We’re the Superhumans”
- Personal Reflection

Module 3: Strategies for Inclusion

- Module Assignment: Video “End the R-word”
- Personal Reflection

Module 4: A Deaf Perspective

- Module Assignment: Video “Amar: Deaf is an Identity”
- Personal Reflection