DIVERSITY TRAINING

FACULTY GUIDE

Training Structure
NEW! Stackable modular structure with one-hour interactive workshops that allows knowledge and skills building as students advance from module to module.
Series of modules on Intercultural Competence, and Gender and Sexual Diversity Awareness.

Learning Options
Pre-Workshop Preparation Activities to introduce the topics and map out new vocabulary.
Post-Workshop Learning Activities to apply the intercultural skills to the professional field and continue the learning journey.

Additional Support
Student and Faculty access to the Diversity Awareness Online Courses in LEARN.
Suggestions for relevant resources in LinkedIn Learning.

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Overview

SUITE OF STACKABLE MODULAR WORKSHOPS
To support students’ development of their diversity awareness and intercultural competence as well as their understanding of gender and sexual diversity, Academic Success Centre offers a new modular Diversity Training with one-hour interactive workshops that allows knowledge and skills building as students advance from module to module.

Based on the amount of class time that instructors can allocate to Diversity Training, faculty can request one, two, three, or all four one-hour workshop modules. The suite of Intercultural Competence Training currently offers four modules, while the Gender and Sexual Diversity Awareness Training has two modules.

The Diversity Training in-classroom workshops aim to support students in academic programs to meet diversity and intercultural learning outcomes embedded in their various academic courses. The workshops provide foundational knowledge around diversity awareness, intercultural competence, and gender and sexual diversity, and instructors can apply this content to their own professional fields and programs.

WORKSHOP CONTENT
The workshop modules include key diversity concepts and frameworks, reflection activities for skills building and discussion, and a variety of relevant videos from LinkedIn Learning and community projects. Each workshop concludes with suggested strategies for developing and applying an intercultural and diversity approach to respect and inclusion, and working effectively in our diverse and global environments.

PRE AND POST WORKSHOP ACTIVITIES
Each workshop module provides a Pre-Workshop Preparation Activity to introduce the topics and map out new vocabulary. This resource can be especially helpful with students in English programs.

The modules also provide Post-Workshop Learning Activities to apply the intercultural skills to the professional field and continue the learning journey. This activity includes reflection questions about the workshop content as well as the potential application to the professional field, as well as suggested additional online educational resources.

COMPLEMENTARY RESOURCES 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.

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).

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, students 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.

As part of the complimentary educational resources provided to the students to continue their learning journey, the Post-Workshop Learning Activities include suggestions for relevant resources in LinkedIn Learning, as well as in the new Library Guide on Intercultural Competence & Diversity.

SUPPORT
Diversity trainers from Academic Success Centre are available for any follow-up questions after the delivery of the workshops, as well as any requests for additional resources.
## Modules Description

### Intercultural Competence

The **Intercultural Competence Training** 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.

<table>
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<tr>
<th>Module</th>
<th>Learning Outcome</th>
<th>Workshop Content (1 hour)</th>
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| Module 1. Uncovering our Cultural Lens | Students will gain a foundational understanding about the different layers of cultural identities and the concept of culture, and strategies for an intercultural mindset. | - Intercultural competence  
- Cultural Identities (Diversity Wheel)  
- Shared Cultural Experiences (Objective and Subjective Culture)  
- Strategies for an Intercultural Mindset |
| Module 2. Navigating Cultural Differences | Students will learn how different cultural values and misperceptions may impact cross-cultural relationships, and strategies to manage unexpected situations and develop an intercultural skillset. | - Cultural Frameworks (Individualism and Collectivism; Task/Time and Relationship; Equality and Hierarchy; Risk & Change Tolerant and Risk & Chance Averse)  
- Cultural Misperceptions (Intention vs Perception)  
- Responding to unexpected intercultural situations (Reflective Intercultural Learning Cycle)  
- Strategies for an Intercultural Skillset |
| Module 3. Communicating across Cultures | Students will learn how different communication styles and misperceptions may impact cross-cultural relationships, and strategies for an intercultural communication skillset. | - Role of Culture in Communication  
- Verbal and non-verbal communication  
- Communication Styles (Direct and Indirect; Circular and Linear; Detached and Attached; Idea-Oriented and Relationship-Oriented)  
- Cultural Misperceptions (Intention vs Perception)  
- Assertiveness  
- Calibrating Communication Styles (Clarity, Conciseness, Cohere, Consensus)  
- Strategies for Intercultural Communication |
| Module 4. Challenging Cultural Assumptions and Bias | Students will learn about the impact of microaggressions and privilege, how they can guard against cultural assumptions and bias, and strategies to develop their intercultural sensitivity. | - Bias and Microaggressions  
- Privilege and Oppression  
- Intersectionality  
- Intercultural Sensitivity Journey  
- Strategies for avoiding biases |
Gender and Sexual Diversity Awareness

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

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<tr>
<th>Module</th>
<th>Learning Outcome</th>
<th>Workshop Content (1 hour)</th>
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| Module 1. Understanding Gender and Sexual Diversity | Students will gain a foundational understanding about the complexity of the gender and sexual diversity spectrum, the different elements of human sexuality, and respectful and current gender and sexual key terminology, strategies for affirming communication and understanding of gender and sexual diversity. | ▪ Basics of Human Sexuality (Anatomical Sex; Gender Identity; Gender Expression; Sexual Attraction/Orientation)  
▪ Inclusive and Respectful Terminology  
▪ Complex and Fluid Identities  
▪ Strategies for understanding the complexity of gender and sexual diversity |
| Module 2. Uncovering Assumptions and Barriers | Students will guard against assumptions, work towards breaking down barriers and discrimination, respond to disclosure with respectful an affirming communication, and strategies for inclusion and support. | ▪ Assumptions and Barriers (Intersectionality and Oppression)  
▪ Heterosexism, Homophobia, Biphobia and Transphobia.  
▪ Discrimination and Harassment  
▪ Legal Rights in Canada and around the World  
▪ Responding to Disclosure  
▪ Strategies for inclusion and support |