UMSL | Diversity, Equity & Inclusion

Chancellor's Certificate: Advancing DEI in the Workplace
COURSE CALENDAR (January 22 - June 10, 2024)

UNIT ONE – BUILDING A FOUNDATION	DUE DATES
Module 1- Creating a Learning Community	
DO - The Intercultural Development Inventory (IDI) online assessment – approx. 20 minutes	**Complete between: Monday Jan 22 – Weds Jan 31**
POST - Introductions discussion forum	**Complete between: Monday Jan 22 – Weds Jan 31**
POST - Community Norms & Guidelines discussion forum	**Complete between: Monday Jan 22 – Weds Jan 31**
READ & REPLY to both discussions ensuring each person receives at least two replies.	**Complete by Thursday Feb 1**
Course Orientation and Introductions on Zoom from 12:00-1:30pm • Meet & greet your facilitator and other course-takers • Get familiar with the course layout and expectations • Gain strategies for successful course completion • Group results of the IDI (individual results will be given in individual meetings)	**Friday Feb 2**
Optional: Sign up for IDI debrief to receive your individual assessment.	**Sign up by Feb 5**
Module 2 – Multiple Meanings	
WATCH: What is diversity? (9 minutes) **DO** "What is Diversity" Activity	**Complete between: Monday Feb 5 – Weds Feb 7**
POST: Module 2 Online Dialogue	**Complete between: Monday Feb 5 – Weds Feb 7**
READ & REPLY: Module 2 Online Dialogue	**Complete by Friday Feb 9**

Module 3 – Understanding the Importance of Diversity, Equity, and Inclusion	
WATCH: Why should I care about diversity? (6 minutes)	**Complete between:** **Monday Feb 12 – Weds Feb 14**
POST: Module 3 Online Dialogue	**Complete between:** **Monday Feb 12 – Weds Feb 14**
READ & REPLY: Module 3 Online Dialogue	**Complete by: Friday Feb 16**
Module 4 – Diversity & Identities	

Part 1: Diversity at the Interpersonal Level
 	
   WATCH & DO: Diversity at the Interpersonal Level (video 7 minutes plus embedded activity)
 	
   REFLECT: Identity reflection questions
Part 2: Understanding Intersectionality
 	
   READ: One or two introduction to intersectionality articles
   WATCH: The Intersectionality Collection (3 short videos)
	Complete between:
	Monday Feb 19 – Friday Feb 23

POST: Module 4 Online Dialogue	**Complete between:** **Monday Feb 26 – Weds Feb 28**
READ & REPLY: Module 4 Online Dialogue	**Complete by:** **Thursday Feb 29**
UNIT ONE DISCUSSION (on Zoom from 12-1:00 pm): Tying it all together and discussing workplace implications and applications of Module 2-4 **No new material between Feb 26-March 8**	**March 1**

UNIT TWO – OBSTACLES TO INCLUSION	DUE DATES
Module 5 – Introduction to Unconscious Bias	
DO: "Who does what?" Activity **WATCH:** Fast and Slow Thinking (video 13 min.)	**Complete between:** **Monday March 11-Weds March 13**
POST: Module 5 Online Dialogue	**Complete between:** **Monday March 11-Weds March 13**
READ & REPLY: Module 5 Online Dialogue	**Complete by:** **Friday March 15**
Module 6 – Introduction to Microaggressions	
WATCH: The Little Things We Say (video 14 mins.) **DO**: Microaggressions Quiz	**Complete between:** **Monday March 18-Weds March 20**
POST: Module 6 Online Dialogue	**Complete between:** **Monday March 18-Weds March 20**
READ & REPLY: Module 6 Online Dialogue	**Complete by:** **Friday March 22**
Module 7 – Introduction to Privilege	
WATCH: Margins & Mainstream: An Introduction to Privilege (video 9 min.) **DO**: Privilege Inventory & Checklists (activity) **READ:** Managing Privilege (reflection)	**Complete between:** **Monday March 25 – Weds April 3**
POST: Module 7 Online Dialogue	**Complete between:** **Monday March 25 – Weds April 3**
READ & REPLY: Module 7 Online Dialogue	**Complete by Friday April 5**
UNIT TWO DISCUSSION (on Zoom from 12-1pm): Tying it all together and discussing workplace implications and applications of Module 5-7 **No new material between April 5-April 12**	**April 12**

UNIT THREE – CREATING CULTURES OF INCLUSION	DUE DATES
Module 8 – Introduction to Cultural Competence	
WATCH: Cultural Competence Part I (video 6 mins.) **WATCH:** Cultural Competence Part II (video 8 min.) **DO:** Cultural Self-Assessment (activity embedded in video)	**Complete between:** **Monday April 15-Weds April 24**
POST: Module 8 Online Dialogue	**Complete between:** **Monday April 15-Weds April 24**
READ & REPLY: Module 8 Online Dialogue	**Complete by: April 26**
Module 9 – Building Blocks for Inclusion	
WATCH: Building a culture of inclusion (video 15 min.) **DO:** Personal Action Planning (activity)	**Complete between:** **Monday April 29 -Wednesday May 1**
POST: Module 9 Online Dialogue	**Complete between:** **Monday April 29 -Wednesday May 1**
READ & REPLY: Module 9 Online Dialogue	**Complete by: Friday May 3**
Module 10– DEI in the Workplace Strategies & Issues	
READ: Articles in Canvas	**Complete between:** **Monday May 6-Friday May 10**
POST: Module 10 Online Dialogue	**Complete between:** **Monday May 6-Weds May 13**
READ & REPLY: Module 10 Online Dialogue	**Complete by: May 17**

Final Module	
DO: The Intercultural Development Inventory (IDI) online assessment – approx. 20 minutes **Optional: Sign up for IDI debrief to receive your individual assessment.**	**Complete by:** **May 27**
FINAL ASSIGNMENT: Workplace Action Plan	**Complete by: June 10**
COURSE CLOSING (on Zoom from 12-1:30pm) Tying it all together and discussing workplace implications and applications. IDI group results.	**May 31**
Post-Course Evaluation	**June 10**