EQUITY DIVERSITY AND INCLUSION TRAINING INSTITUTE

FOUNDATIONS OF EQUITY, DIVERSITY & INCLUSION COURSE OVERVIEW: DELIVERY OPTIONS & PRICING

OVERVIEW

Foundations of Equity, Diversity, and Inclusion prepares individuals to make decisions and act more equitably in their personal and professional lives. Course modules explore several topics including common language; historical context; racism and implicit bias; privilege and oppression; equity lens application; and policy implications. Throughout the course, learners may experience constructive discomfort that helps pave the way for meaningful, long-lasting change. Ultimately, the goal of this course is for learners to achieve ***perspective transformation*** – the idea is that once individuals know, think, and believe something different, they will decide, behave, and act differently.

LEARNING OBJECTIVES

After completing this course, learners will be able to:

1. Discuss equity, diversity, and inclusion using a common language that supports equitable practices
2. Examine key public policy milestones in United States history and their impacts on equity, diversity, and inclusion in the past and present
3. Identify and address the ways in which privilege and oppression manifest in systems and institutions
4. Use an equity lens to evaluate real-life scenarios and policies
5. Identify strategies to increase alignment between intent and impact, personally and professionally
6. Create commitments to decide, behave, and act equitably

The following are the available delivery options and formats for the curriculum. The next page outlines the descriptions for each module.

BADGE	DESCRIPTION	TOTAL HOURS (CEUs)**	FY2023 PRICING*
	ONLINE COURSE: This is a self-paced format for learners to complete the course online. Learners are allowed up to two months to complete the course and will be charged $50 for each additional month of access to the online platform.	12 (1.2)	$549/PP
	FACILITATED WORKSHOPS (VIRTUAL)*: In this format, learners will be given access to the online course in addition to participating in two (2) three-hour facilitated conversations to help them dive deeper into the online content. Session 1 contains, modules 1, 2, and 3; Session 2 will review modules 4, 5, and 6 (see Module Descriptions).	13 (1.3)	$829/PP
	PEER-GROUP COACHING EXPERIENCE (VIRTUAL)*: This model is based on the Facilitated Workshop format but adds small peer group sessions that serve as space to deepen the connection among team members, where they can share and learn from individual EDI experiences	20 (2.0)	$1,199/PP
	TWO-DAY WORKSHOP (IN-PERSON)*: Master facilitators lead this experience to help participants learn about the EDI concepts, challenge their assumptions, encourage deep listening, in addition to creating the brave spaces necessary support individual and organizational perspective transformation.	14 (1.4)	$1,099/PP
	EXECUTIVE WORKSHOP (VIRTUAL)*: Customized primarily for C-Suite Executives and Board Members, this session grounds the participants in foundational EDI principles and helps them think about their individual and collective equitable leadership frameworks and approaches. Individuals who set the tone for an organization's trajectory must be able to lead while employing an equity perspective.	6 (0.6)	$21,599/ WORKSHOP

**Pricing is for virtual/online workshops only. In-person and hybrid workshop pricing will be provided on request, and will include the associated travel costs. Minimum learners per workshop: 20 ppl (In-person); 12 ppl (Virtual). Volume pricing may be negotiated contingent upon the TOTAL number of registrants. Note: In-person workshops will be scheduled contingent upon public health guidance regarding COVID-19.*

Continuing Education Units | Hours of Instruction/Learning**

One (1) Continuing Education Unit (CEU) equals ten (10) contact hours of learner interaction with the content of the learning activity, which includes classroom, self-paced instruction, pre/post assignments, and/or homework in support of a learning outcome. A contact hour is one clock hour of interaction between a learner and instructor, or between a learner and materials, which have been prepared to cause learning. Contact implies a connection between a learner and a learning source. For purposes of the CEU, that connection is two-way; that is, the instructor or learning source must monitor the learner's progress and/or provide some form of feedback to the learner. This definition applies for face-to-face interaction as well as distance learning programs. When calculating the number of CEUs for a course, the number of contact minutes must be totaled and divided by 60 to arrive at the number of contact hours.

FOUNDATIONS OF EQUITY, DIVERSITY & INCLUSION COURSE OVERVIEW: CURRICULUM OUTLINE

We make it easy to be equitable.™

www.commonhealthaction.org/edi

MODULE DESCRIPTIONS

MODULE TITLE	PARTICIPANT EXPERIENCE
MODULE 1: *Introduction and Orientation*	Receive overview of curriculum content and develop an understanding of expected outcomes, module pacing, and timing. In client engagements, we provide guidance for and encourage organizational leaders to create a two-minute introductory video that speaks to the importance of the course related to the organization's strategic direction.
MODULE 2: *Common Language*	Review key terms and language that guide communication within an organization and encourage the elimination of the "language of oppression." TOOLS & RESOURCES: Common Language Living Glossary
MODULE 3: *Historical Context*	Review interactive timeline of U.S. laws, court decisions, and other public policies that have established, maintained, and reinforced systemic privilege and oppression. TOOLS & RESOURCES: Historical Timeline Milestones Summary
MODULE 4: *Privilege, and Oppression: Understanding the Isms*	Explore how privilege, oppression, social advantage, and social disadvantage shape personal and professional experiences and influence decisions, behaviors, and actions. TOOLS & RESOURCES: Privilege & Oppression Worksheet + Activity
MODULE 5A: *Equity Lens Introduction & Case Study*	Examine a video case study that introduces the equity lens framework and provides a practical example of how to assess benefits and burdens, including the ways in which decisions may unintentionally reinforce existing systems of privilege and oppression. Also included is a review and analysis of a written case study using a real-world policy example backed by facts and research, to which participants will apply the equity lens framework and offer alternative approaches that consider real-world constraints (e.g., resources, timing, competing priorities). Participants will read the case study and conduct the analysis individually. TOOLS & RESOURCES: Equity Lens Case Study
MODULE 5B: *Equity Lens in Practice*	Use CommonHealth ACTION's equity lens tool to practice approaches to decision-making for policies, programs, and practices. For the virtual format, participants will bring their written analysis from the equity lens case study exercise to the facilitated session for a facilitated discussion. Participants will begin their individual planning process with a tool that supports action and accountability. TOOLS & RESOURCES: Guide for Program, Policy, or Practice Equity Enhancement
MODULE 6: *EDI Planning, Application, and Action; Course Completion Requirement*	Develop a personal EDI Story to demonstrate their understanding of key concepts and connect those concepts to life experiences. To receive a digital badge, participants must complete the online course and submit a goal-setting document that details how they will apply what they have learned to their day-to-day work and interpersonal interactions. Personal and professional goals will be set within 7-day, 30-day, and 90-day timeframes to encourage immediate action after completion of the course. TOOLS & RESOURCES: EDI Story Guide; Transformation Commitment Tool (7/30/90-day planning); Course Evaluation & Commitment Tool Submission Form

CommonHealth ACTION

NATIONAL OFFICE
1250 Connecticut Avenue, NW, Suite 601
Washington, DC 20036
P 202.407.7088 | F 202.407.7089

letstalk@commonhealthaction.org
www.commonhealthaction.org