



## Equity Learning Series (ELS)

### **Description:**

Using a Flipped Classroom Learning Model participants will develop a common language and equity lens to identify and discuss equity issues by applying the RIR Protocol – a framework for Compassionate Dialogue – to our foundational courses.

### **Overview:**

Complete Online Course: Flipped Classroom - Compassionate Dialogue – Using the RIR Protocol
<b>Deep Dive Session:</b> Compassionate Dialogue and the RIR Protocol
Complete Online Course: Flipped Classroom - Thriving as a Racially Conscious Person
<b>Deep Dive Session:</b> Thriving as a Racially Conscious Person
Complete Online Course: Flipped Classroom - What is Implicit Bias and How Can We Address It?
<b>Deep Dive Session:</b> What is Implicit Bias and How Can We Address It?
Complete Online Course: Flipped Classroom Let's Talk About Race
<b>Deep Dive Session:</b> Let's Talk About Race
Complete Online Course: Flipped Classroom Understanding Marginalization, Privilege, and Belonging
<b>Deep Dive Session:</b> Understanding Marginalization, Privilege, and Belonging

### **SCOPE OF WORK: 20 hours total**

5 x 2-hour online asynchronous courses (10 hours)

5 x 2-hour corresponding deep dive zoom sessions (10 hours)

### **METHODS FOR EVALUATING PROGRESS:**

- Certificate of completion for all online courses
- Attendance for all sessions
- Pre/Session/Post Surveys

### **PARTICIPANT EXPECTATIONS:**

- Complete all online learning
- Engage in all sessions



## ONLINE COURSES:

1. Flipped Classroom - Compassionate Dialogue – Using the RIR Protocol	Participants will learn Epoch Education's RIR Protocol (Recognize It, Interrupt It, Repair It), which is our framework for engaging in Compassionate Dialogue when addressing difficult topics. The RIR Protocol helps develop skills for self-regulation, effective communication and provides a common language for addressing organizational issues.
2. Flipped Classroom - Thriving as a Racially Conscious Person	Participants will explore the meaning of race, ethnicity, culture, identity, and intersectionality evolving parts of the human experience to understand how our identities inform how we engage with and interpret the world around us.
3. Flipped Classroom - What is Implicit Bias and How Can We Address It?	Participants will learn about implicit bias and reflect on how it informs our beliefs, behaviors, experiences, and interactions with each other. By examining where our stereotypes come from and how we interpret them, we can cultivate strategies to recognize and interrupt them.
4. Flipped Classroom - Let's Talk About Race	Participants will deepen their understanding of historical and systemic racial inequity in order to identify how this important context impacts current organizational beliefs, practices and policies.
5. Flipped Classroom Understanding Marginalization, Privilege, and Belonging	Participants will learn to recognize and interrupt examples of marginalization and privilege in order to actively create communities of belonging in their organizations through inclusive environments, language, representation, practices and policies.

*Thank you for inviting us to support your journey toward greater equity and inclusion.*