Storyboard

Diversity, Equity, Inclusion & Belonging

Project Team & Budgeted Hours / Slides

Client / Stakeholder Name:	Instructional Design Company	
Project Manager:	Mubina Datoo	Estimated Seat Time: 8 hours
Instructional Designer	Mubina Datoo	Estimated Seat Time: 9 hours
elearning Developer	Mubina Datoo	Estimated Seat Time: 9 hours
Subject Matter Expert	Instructional Design Company	Estimated Seat Time: 8 hours
Budgeted Slide Count:	20	
Complexity Tier (1,2,3):	2	

Global Course Information

Authoring technology: Storyline

Is there liberty for the ID to adjust the script? No

Fonts & Branding Guidelines to be used in development: Developer to chose fonts

Should a transcript be included in the course? No

Is the course navigation locked down? (no, full, or by activity only) By activity only

SCORM publish version: SCORM 1.2

Will the training be viewed on a mobile platform? No

Target browsers:

508 Compliant Requirements:

Will the course be translated to another language (now or in the future)? No

Is the course meant for a global audience? No

Stakeholder Requests/Additional notes:

Revision History

Date	Version	Created/Revised By	Description of Edits
Sept 13, 2024	1	Mubina Datoo	Review of Functionality and Navigation

Diversity, Equity, Inclusion and Belonging

[1]

[2] Diversity, Equity, Inclusion, and Belonging [Text 1]

[3] Inclusion in the Workforce [Text 2]

DEIB

Navigation Instructions [TEXT 1]

Navigating through the course [TEXT 2]

This training includes sound; please ensure your volume is on.

To view more about the accessibility tools, click on each of the highlighted icons below for more details. **[TEXT 3]**

Diversity, Equity, Inclusion and Belonging

INTRODUCTION [TEXT 1]

Inclusive organizations have leveraged the Diversity of skills, experience, and perspectives to create a work environment that allows everyone to want to strive for and do their best. **[TEXT 2]**

Diversity, Equity, Inclusion and Belonging

VIDEO

Diversity, Equity, Inclusion and Belonging

[1] # What is DEIB? [TEXT 1]

[2] ➢ Diversity, Equity, and Inclusion (DEI) began in the 1960s during the civil rights movement and has grown to include gender, sexual orientation, religion, country of origin, and other identities and has come to be known as DEIB (Diversity, Equity, Inclusion, and Belonging). **[TEXT 2]**

[3] ➢ DEIB is foundational to inclusive workplaces. **[TEXT 3]**

Diversity, Equity, Inclusion and Belonging

Breaking Down DEIB [TEXT 1]

Click on each card to learn more about Diversity, Equity, Inclusion, and Belonging (DEIB). [TEXT 2]

[1] Diversity

[2] Equity

[3] Inclusion

[4] Belonging

Diversity, Equity, Inclusion and Belonging

Breaking Down DEIB [TEXT 1]

Click on each card to learn more about Diversity, Equity, Inclusion, and Belonging (DEIB). [TEXT 2]

The practice or quality of including or involving people from different genders, sexual orientations, ages, religions, physical abilities, ethnic backgrounds, and more.

The quality of being fair and impartial. The goal is for all employees to have equal opportunity to grow and progress, designing a workplace that allows for under-represented voices, tackling unconscious biases, and providing inclusive, culturally competent care through health plans.

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those with physical or intellectual disabilities and members of other minority groups.

Belonging in the workplace is an employee's sense that their organization and colleagues accept their uniqueness.

Diversity, Equity, Inclusion and Belonging

Why is DEIB Important? [Text 1]

[1] DEIB is important because: [TEXT 2]

[2] ➢ It brings a sense of belonging and promotes willing, eager employees. [TEXT 3]

[3] ➢ It promotes diverse work environments. [TEXT 4]

[4] ➢ It increases the overall performance of the company. [TEXT 5]

[5] ➢ It promotes innovation amongst diverse educational backgrounds and gender diversity. [TEXT 6]

[6] ➢ It promotes more creative and problem-solving work environments. [TEXT 7]

[7] ➢ It promotes higher-level positions to perform above their financial status. [TEXT 8]

Diversity, Equity, Inclusion and Belonging

DEIB SCENARIO

Mike has noticed that Jen has been purposely excluding Meera because Jen has openly expressed she only hangs with women that look like her and not of different races or ethnicities. Mike sees that Jen's statements have been making Meera uncomfortable, and Meera now waits until all group meetings have started before entering the conference room to avoid sitting by Jen.

VIDEO

Option A

Mike confronts Jen in front of the entire group.

Option B

Mike takes Jen and Meera to the side and tells them to get things together. This is work, no-one cares if you don't like each other.

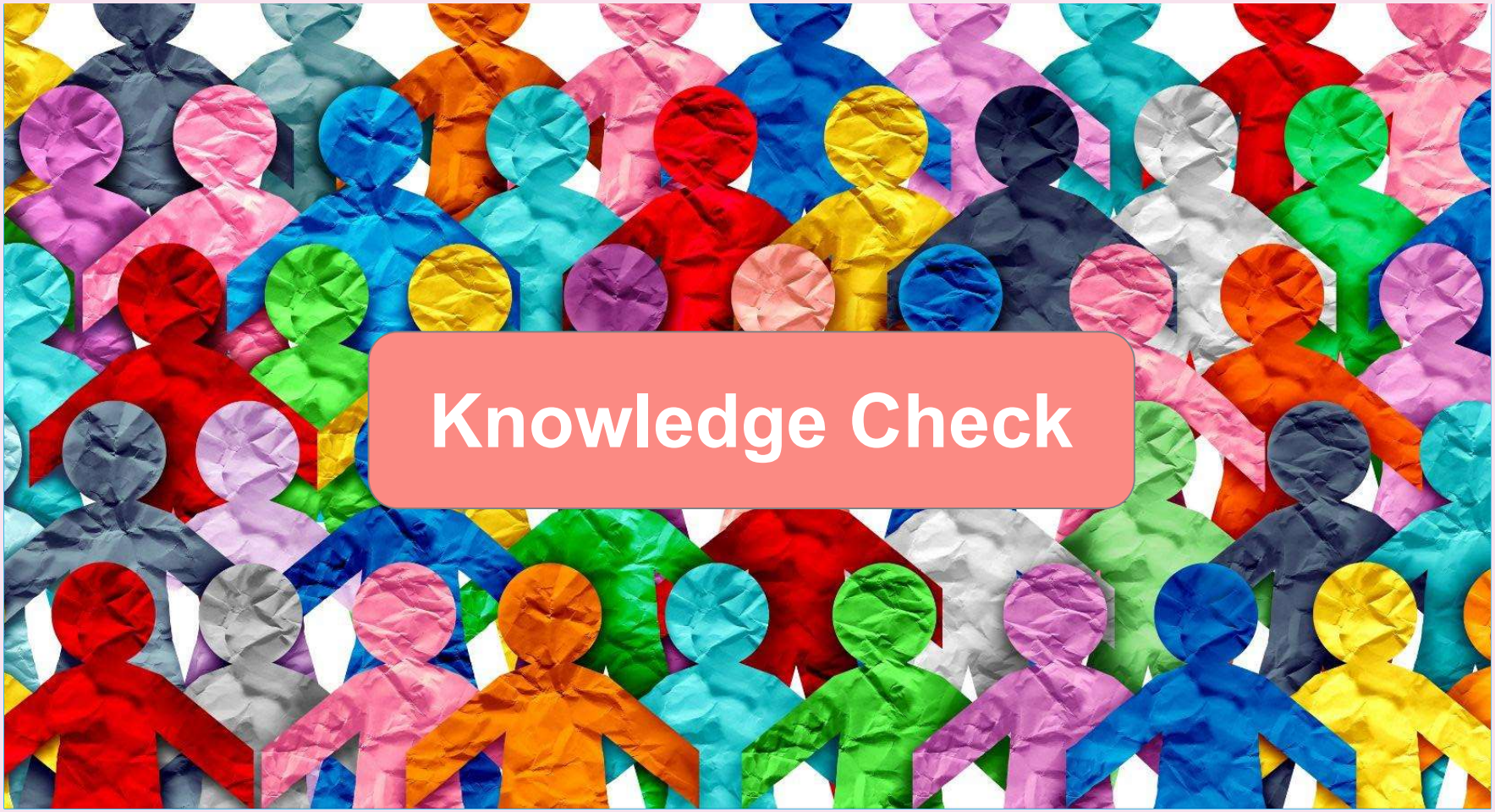
Option C

Mike sees Meera in the breakroom, and asks her why she cares so much what other people think of her, and tells her that if she is late for another meeting, she is getting written up.

Option D

Mike pulls Meera aside, and asks her about her feelings when Jen expresses her dislike of not hanging out at work or outside of work with someone of a different race or ethnicity. After hearing Meera's concern, Mike sets up a meeting to discuss her behaviour and makes taking the new DEIB lesson at work mandatory for her and all of her colleagues in the department.

Diversity, Equity, Inclusion and Belonging



Diversity, Equity, Inclusion and Belonging

Knowledge Check Requirements

The following few slides will test your knowledge of the content you have previously reviewed. You must complete the Knowledge Check with **50% or above** to move forward.

You will have two attempts to get the answer right. If you fail the Knowledge Check, this will result in a retake.

Diversity, Equity, Inclusion and Belonging

Knowledge Check

DEIB is essential because it promotes diverse work environments and increases the company's overall performance.

- ❑ True
- ❑ False

Diversity, Equity, Inclusion and Belonging

Knowledge Check

DEIB stands for: _____

- ❏ Diverse, Equal, Instructional, Behaviour
- ❏ Diversity, Equal, Invasive, Beings
- ❏ Diversity, Inclusion, Equity
- ❏ Diversity, Equity, Inclusion, Belonging

Diversity, Equity, Inclusion and Belonging

Knowledge Check

Drag and drop the DEIB word to the correct explanation on the right.

- Equity
- Inclusion
- Belonging
- Diversity

Equity	The quality of being fair and impartial.
Inclusion	An employee's sense that their organization and colleagues accept their uniqueness.
Belonging	The practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised.
Diversity	The practice or quality of including or involving people from different backgrounds.

Diversity, Equity, Inclusion and Belonging

Knowledge Check

During what 1960s movement did DEIB begin in?

- ❑ Mexican American Activism
- ❑ Women's Movement
- ❑ Civil Rights Movement
- ❑ Black Lives Matter

Diversity, Equity, Inclusion and Belonging

Knowledge Check Results

Congratulations, you passed!

PASSING SCORE 50%

YOUR SCORE 100%

RESTART LESSON

CERTIFICATE

Diversity, Equity, Inclusion and Belonging

Knowledge Check Results

Sorry you did not pass. Try again!

PASSING SCORE 50%

YOUR SCORE 100%

RESTART LESSON

RETRY QUIZ

Diversity, Equity, Inclusion and Belonging

idc The Instructional Design Company

CERTIFICATE OF COMPLETION

Insert Name Here

IN RECOGNITION OF SATISFACTORY COMPLETION OF

DEIB Certificate

Web-based lesson on 9/11/2024

Print

Diversity, Equity, Inclusion and Belonging

[6]

Summary [TEXT 1]

[1] D

[2] E

[3] I

[4] B

[7] In conclusion, DEIB is about creating work environments that resemble our everyday world, which is full of rich and diverse cultures, religions, races and ethnicities, genders, abilities, and more, as the world is a rainbow of people and so should be our workforce. **[TEXT 2]**

[8] In our next lesson we will dive more into Unconscious Bias and its effects on the workforce. **[TEXT 3]**

[9] This concludes this lesson. Please use the ***exit button*** to exit the lesson. **[TEXT 4]**

[5]

Restart Lesson Exit Lesson