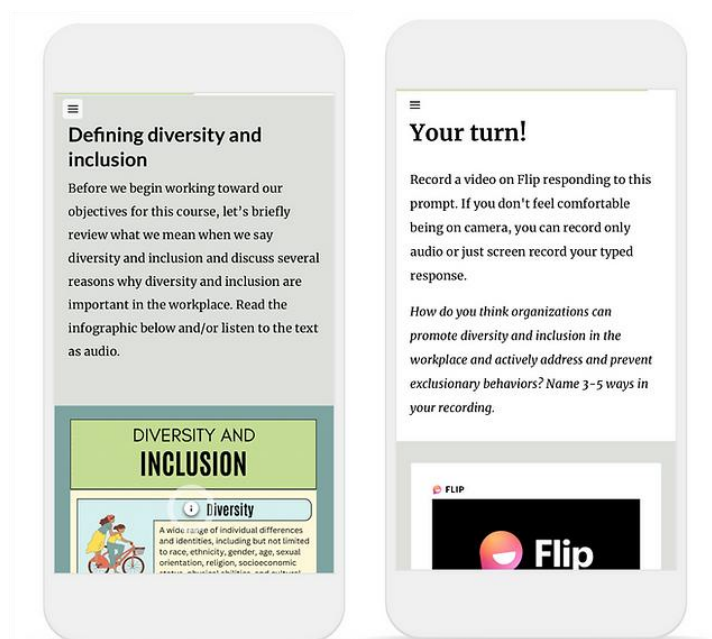


Project Reflection



Overview



My Role: Content Creator
Instructional Designer

Tools: Rise 360
Canva

Description: Fostering Equity is a corporate training that supports learners in defining their own cultural perspectives, building empathy for others, and addressing microaggressions.

Analyze

During the analysis stage, I learned about what my participants needed with these questions:

1. What are the goals of this training?
2. How will the students benefit from this course?
3. How will the organization benefit from this course?
4. Who should receive this training?
5. What should students know and be able to do after this training?
6. Who are the SMEs for this project?
7. How would you define the biggest issues that you want this training to address?

Then, I created a learner persona:



"I want to be a team player at this company. Sometimes I just feel disrespected by my co-workers and would prefer to work alone."

Mani Silva

Mani is a 40 year old cis male. He speaks English, Spanish, and Portuguese and often travels for work. He prides himself on his intercultural communication but he struggles to collaborate with his colleagues from Africa and the Middle East.

PERSONALITY

Communication



Public Speaking



Problem-Solving

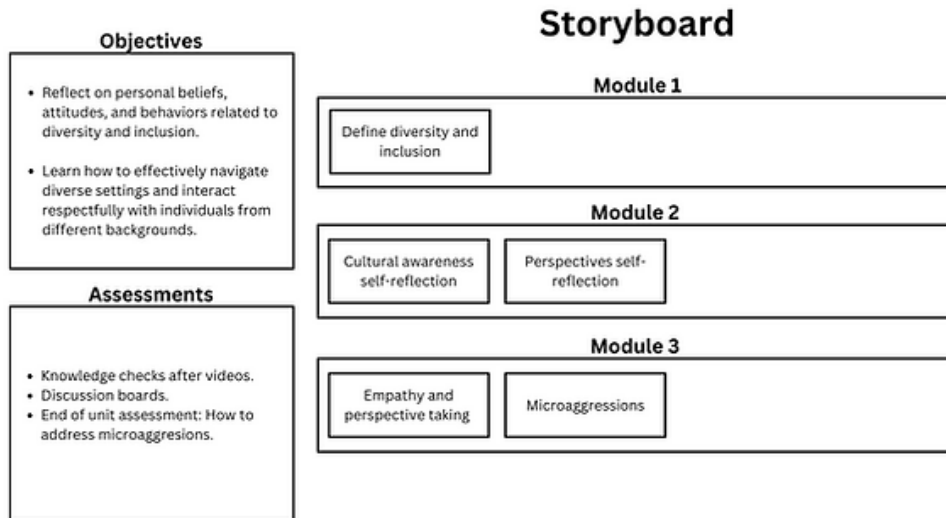


Team Oriented



Design

I created a storyboard to plan the full course and content outlines for each module. Below is an example of Module 2.



Content Outline

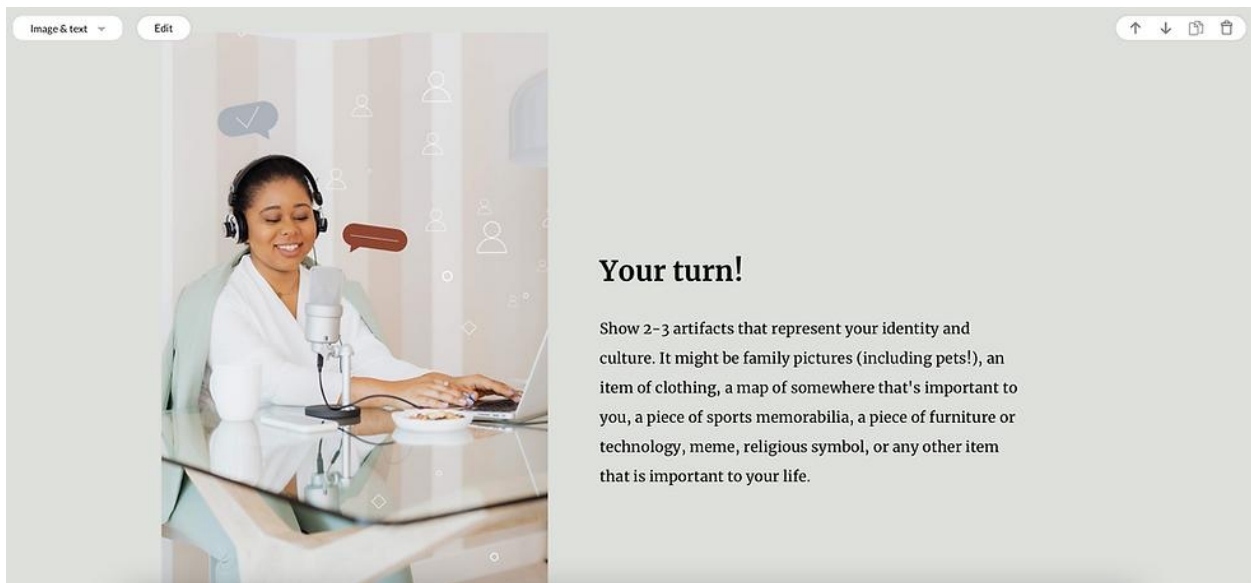
Module 2: My perspectives

Introduction	In the last module, we discussed cultural artifacts. Those usually take part of the top of our cultural iceberg. Now we will think about the aspects of your culture that lie below the surface. They're not as obvious, not even to ourselves, but they greatly influence how we view others and how we interact with others.
Content	Video: https://www.youtube.com/watch?v=u37tQu-4BTI
Knowledge Check	Drag and drop - Is this cultural aspect an explicit manifestation of culture (the top of the iceberg) or an implicit manifestation of culture (the bottom of the iceberg)? Decision making, respect for authority, concept of time, concept of justice/Language, dress, music, rituals, food
Discussion	Identify two implicit manifestation of culture that are important to you. How do they influence the ways you interact with others? How do they show up in your workplace interactions? Example: Respect for authority - I prefer to act really casual and friendly with my superiors, but not all of my managers have reacted positively. This is frustrating to me because it has taken a long time to figure out the rules of interacting with different leaders.

Develop

I used sociocultural theory to influence the way I designed the elearning module. Based on this theory, adults learn best when the content is related to and builds off of their personal experiences. As such, I started the module with reflections about the learners' cultural background. Another important aspect of sociocultural theory is collaborative meaning making, where social interaction supports students in developing.

One of the most challenging parts of the development phase in this elearning module was identifying ways to make content collaborative/social and accessible for participants. I created a variety of individual activities, but it was also crucial to have a discussion platform for collaborative work. I chose to use the external app Flip, which allows participants to record themselves. The app also allows participants to view each other's videos and like/comment. This met the need for a discussion forum. Flip also met accessibility guidelines since participants could speak or write. Since Flip requires participants to use an external app, I used the same image and wording "Your turn!" each time the learning design asks participants to go to the Flip site to submit their responses - This allows participants to know what to expect.



Implement

This training is meant to be completed virtually so that participants can complete it on their own time. They will be able to access the modules whenever they need, and they can continually check the Flip page to see comments on their videos.

What I Learned

This project helped me reflect on ways to make content accessible.

I especially thought about students who would feel more comfortable listening to audio and recording themselves speaking rather than just reading and writing, like people with dyslexia or those learning English as an additional language. I made sure that there was audio accessible at all phases, including recording my own audio for my infographic.

I also considered students who might get overwhelmed with long content, like those with ADHD. I included many "continue" buttons along the way so that participants only need to focus on one section of instruction at once.

Labeled Graphic

The infographic content includes:

- actively involve and empower individuals from diverse backgrounds.**
- Innovation and Creativity**: Diverse teams are more likely to generate a wide range of ideas, solutions, and approaches to problems.
- Decision Making**: Different viewpoints challenge assumptions, mitigate biases, and lead to more effective and informed decision-making processes.
- Customer Relationships**: Customers appreciate working with professionals who can relate to their unique needs and experiences.
- Adaptability and Agility**: When facing changing customer needs and market trends, a diverse team can more efficiently adjust strategies, tap into different networks, and identify new opportunities.

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EDIT