|  |
| --- |
| Proposal by Amanda Smith, MSEd. |
| **Instructional Design Plan: Fostering Inclusivity** |
| **Objective:** To cultivate a culture of inclusivity, diversity, and equity, ensuring that everyone involved feels valued and empowered.  **Process:** Development of a comprehensive instructional design plan. |
| **I. Needs Assessment:**  **Define Goals and Objectives:**   * + Identify specific inclusivity goals aligned with the organization's mission.   + Establish measurable objectives to gauge progress.   **Conduct a Diversity and Inclusion Audit:**   * + Asses the current state of diversity and inclusion within the organization.   + Identify areas for improvement through surveys, focus groups and interviews. |
| **II. Design Phase:**  **Curriculum Development:**   * + Create modules that address key components of inclusivity, such as cultural competence, unconscious bias, and allyship.   + Incorporate case studies and real-world examples relevant to the non-profit sector.   **Inclusive Language Training:**   * + Develop training content on the use of inclusive language to enhance communication.   + Provide guidelines and resources for creating an inclusive organizational culture through language.   **Cultural Competency Workshops:**   * Design workshops to enhance cultural competence among staff and volunteers. * Include interactive activities, role-playing, and discussions to promote understanding.   **Unconscious Bias Awareness:**   * Develop training materials to raise awareness of unconscious bias. * Include strategies to mitigate bias in decision-making processes.   **Accessible Learning Resources:** **•**   * Ensure all training materials are accessible to individuals with diverse learning needs. * Provide multiple formats (text, audio, video) and consider language accessibility. |
| **III. Development Phase:**  **Engage Stakeholders:**   * Involve key stakeholders, including leadership, employees, volunteers, and beneficiaries, in the development process. * Gather feedback to ensure relevance and effectiveness.   **Utilize Technology:**   * Explore e-learning platforms for asynchronous learning opportunities.’ * Implement webinars or virtual workshops for interactive sessions. |
| **IV. Implementation Phase:**  **Pilot Programs:**   * Conduct pilot programs to test the effectiveness of the training modules. * Gather feedback from participants for further refinement.   **Training Schedule:**   * Develop a training schedule that accommodates various roles and responsibilities within the organization. * Consider providing ongoing training opportunities.   **Promote Inclusivity Champions:**   * Identify and empower inclusivity champions within the organization. * Encourage a peer-to-peer learning approach. |
| **V. Evaluation Phase:**  **Assessment Metrics:**   * Establish key performance indicators (KPIs) to measure the impact of inclusivity initiatives. * Collect quantitative and qualitative data through surveys and assessments.   **Feedback Mechanism:**   * Implement a continuous feedback mechanism to gather insights from participants. * Use feedback to make necessary adjustments and improvements. |
| **VI. Continuous Improvement:** **•**  **Regular Updates:**   * Regularly update training materials to reflect evolving best practices. * Stay informed about the latest research and trends in inclusivity and diversity.   **Feedback Loops:**   * Establish ongoing feedback loops with participants to address emerging challenges. * Celebrate successes and acknowledge areas for improvement. |