**Pearson Canada: Diversity and Inclusion Overview**

**Summary**

In this experiential learning module, the learner takes on the role of team lead at Alphabet Studios, a mid-sized marketing company that services a variety of international clientele. They will be responsible for supporting a remote team of individuals from a range of disciplines, each one critical to the team’s overall success.

The team is high-performing and motivated but has recently faced some difficulties working together. Across multiple challenging scenarios, the learner will need to listen to the concerns of their team members and respond with professionalism and understanding. They will need to find a way to keep the group focused on their work by helping their team members communicate with each other, despite their diverse backgrounds and personal values.

**Learning Objectives**

Throughout this learning module, the learner will:

* Develop strategies to ensure inclusive communication
* Exercise awareness around common language that does not equal common meaning or culture; learn how to think beyond the concrete
* Demonstrate the use of interpersonal, team management, or cultural intelligence tools to navigate a variety of communication styles

**Skills Experienced and Assessed**

1. Navigating behavioural and logistical challenges
2. Using respectful inquiry techniques
3. Developing an inclusive mindset
4. Creating a positive team environment
5. Honing team management skills

**Example Video Resources**

* [Platform Introduction](https://ametroslearning-1.wistia.com/medias/x9ia1z8w4a)
* [Gender and Pronouns](https://ametroslearning-1.wistia.com/medias/3zvkrxwroh)
* [Team Charter](https://ametroslearning-1.wistia.com/medias/rcjoftwc2o)

**Outcome**

The learner will experience the challenges of managing a virtual team. They will navigate diverse working cultures and use inclusivity strategies to address the needs of each team member. They will practice team leadership and advocacy in order to cultivate a professional and respectful work environment.

**Timeline**

* The learning module will take learners 2 hours to complete.
* This learning module typically runs over a period of 2 weeks.

**Instructor Role**

There are three options for how an instructor may choose to integrate this learning module into a course.

Option 1 - The instructor assigns the learning module as a self-contained assignment.

Option 2 - The instructor assigns the learning module as an assignment. The instructor integrates material from the learning module to drive a written report, encourage learners to reflect on their experiences, and tie concepts back to in-class discussion.

Option 3 - The instructor actively monitors learners' interactions throughout the module, and intervenes to provide feedback. Instructors can set milestones to pause learner work at certain points in the learning module, and develop assignments or discussion prompts to tie learners’ experiences back to in-class content.