



Equity and Inclusion Learning Pathway FY21

This pathway balances respect for individual diversity with the importance of group belonging. Individually and together, people can challenge social mechanisms of exclusion, marginalization, dominance, invisibility or self-doubt that perpetuate inequity. Then we reap the advantages and innovative solutions of all voices and full participation in society.

Learning Pathway classes required to earn a certificate:

Individual Uniqueness

- Your Diversity Wheel and Saying Ouch!
- Differing Abilities—Focus on Autism
- Mindset for Wellness ¹

Interacting Cross-culturally

- Everyday Bias⁴
- Game Day, Part 1 & Part 2
- Intercultural Conflict ³

Group Belonging

- Biology and Gender 101
- Communities of Race, Ethnicity, Faith and Language
- Understanding Generational Differences ²

Toward a More Perfect Union

- Let's Talk About Race Workshop
- Dialogue Is a Muscle
- Seeing Self, Seeing Systems ⁵

¹ Also in Customer Service LP ² Also in Media & Information Literacies LP ³ Also in Communication and Conflict LP

⁴ Also in Communicating Professionally in the Workplace LP ⁵ Also in Management LP

The pathway classes are available to all employees through MC Learns as individual classes as well. If you want to achieve the certificate, the table below will help you plan. Not all classes are offered every year—at minimum, this is a two-year plan.

Classes Scheduled for FY21:

Class name	Class Length	Class Date(s)
Understanding Generational Differences	Online	e-course catalogue
Game Day-Part 2	½ day	October 16--Zoom
Let's Talk About Race Workshop – 5 seats in each of 4 sessions (online or at Leadership Montgomery, Rockville, depending on health guidelines)	½ day	Oct. 22, Dec. 3, 2020 Feb. 11, Apr. 8, 2021
Intercultural Conflict	½ day	November 18--Zoom
Your Diversity Wheel and Saying Ouch!	½ day	February 8—Zoom
Communities of Race, Ethnicity, Faith and Language	1 day	February 24--Zoom
Differing Abilities—Focus on Autism	½ day	Spring TBD—Zoom


*A learning pathway is a series of identified classes that provides you with an in-depth exploration of a skill area. When completed, a certificate of learning is awarded to acknowledge your commitment to pursue the study and practice of a specialized area of professional development. Participation is paced to provide time to reflect upon your learning and integrate concepts and skills into your life and work.

Equity and Inclusion Learning Pathway Class Overview:

Class Titles / Facilitators	Brief Class Descriptions*
Biology and Gender 101 <i>Facilitator: Deborah Stearns, Ph.D.</i>	Class covers concepts of variation in physiology, psychology, social identity, and self-expression in a rapidly changing era.
Dialogue is a Muscle <i>Facilitator: Kim Bishop</i>	Participation in dialogue can build understanding, transform conflict and lead to joint action.
Differing Abilities—Focus on Autism <i>Facilitator: Speaker and DSS</i>	Develop skills to navigate diversity in physical, emotional and cognitive abilities in the workplace and student population.
Everyday Bias <i>Facilitator: Norma Winffel, Kimberly Bloch-Rincon</i>	Gain insight into how the brain learns, through socialization, to categorize rapidly at unconscious levels. Recognize and overcome preconceptions.
Game Day, Part 1 & 2 <i>Facilitator: Kathy Awkard</i>	Playing kid and adult games socializes people to benefits and obstacles that impact options for self and others.
Intercultural Conflict <i>Facilitator: Richard Forrest</i>	Culture influences how one defines, responds, and reacts to conflict. Assess your orientation and contrast with other cultures.
Let's Talk About Race Workshop <i>Facilitator: Racial Equity Institute</i>	In this introductory and interactive workshop, participants will increase their comfort level and capacity when discussing issues of race.
Mindset for Wellness <i>Facilitators: Adriana Rojas</i>	Manage stress and recognize internalized negativity. Mindfulness and work-life balance bring wellness, health and greater productivity.
Communities of Race, Ethnicity, Faith and Language <i>Facilitators: HGVenture</i>	Through inter-group and intra-group conversations, explore the need to belong, yet also to stand out as an individual--unique and complex.
Seeing Self, Seeing Systems <i>Facilitator: Kathy Awkard, Phyllis Slade Martin</i>	Being accountable for equity and inclusion means understanding how individuals, groups and social systems resist and respond to change.
Understanding Generational Differences <i>e-course catalogue</i>	Each era imprints events, challenges and achievements that influence one's worldview, requiring conscious collaboration to work across generations.
Your Diversity Wheel and Saying Ouch! <i>Facilitator: Delora Shedrick</i>	MC's diversity wheel is a tool to understand self and others. Saying "ouch!" changes you from bystander to ally--and partner for equity and inclusion.

* Complete class descriptions and outcomes are located in MC Learns.

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If you are completing a learning pathway, register to attend the Learning Pathway Certificate Reception on June 29, 2021, in MC Learns. Certificates of completion will be presented to honor your commitment to your professional development.

