

THE IMPACT OF DIVERSITY IN YOUR CAREER THEME: A FLIPPED LEARNING LESSON

Introduction: Use a **3-Part Flipped Learning Lesson** to build a complete learning experience around video content. Using video to introduce main concepts provides the teacher time to engage students in higher-order learning - practice and application.

Objective: Engage students in developing *Strategies for Promoting Diversity in the Workplace* of their choice.

Step 1 Drive Inquiry & Encourage Exploration	Step 2 Drive Higher-Order Thinking Around Video Content	Step 3 Extend & Apply Knowledge
<p>Activity: Independent: Transfer of information to students</p> <p>SWBAT: (Students will be able to)</p> <ul style="list-style-type: none"> Explain diversity, equality/equity, and inclusion. Provide examples of the 9 Protected Characteristics, Iceberg Model of Culture, and Unconscious Bias. <p>Online Activity: Independent</p> <p>SWBAT:</p> <ul style="list-style-type: none"> View the following videos: <ul style="list-style-type: none"> Diversity: A Word So Easily Misunderstood (1:57 - Mission Diverse) Equality Diversity and Inclusion in 2021 – WHAT’S IT ALL ABOUT? (4:11 - Nathifa UK) 	<p>Activity: Independent & Asynchronous - students work offline</p> <p>Resource Article: Causes and Effects of Diversity in the Workplace (Chron)</p> <p>SWBAT:</p> <ul style="list-style-type: none"> Read, review, and annotate the article. <p>Online: Face-to-Face (F2F)</p> <ul style="list-style-type: none"> Post in the chatbox: 1-positive or 1-negative effect of diversity in the workplace <p>Activity: Driving High-Order Thinking - Small Group/Independent: Synchronous & Asynchronous</p> <p>SWBAT:</p> <ul style="list-style-type: none"> Research the impact of Diversity, Equity, and Inclusion (DEI) in their respective career-theme or industry. Find at least two articles related to their career theme or industry. <p>Assessment: Independent</p> <p>SWBAT:</p> <ul style="list-style-type: none"> Write a one-page summary of the impact of DEI on a career industry. 	<p>Activity: Small Group/Independent: Synchronous & Asynchronous</p> <p>Topic & Resource Article:</p> <p>5 Strategies for Promoting Diversity in the Workplace (HULT International Business School)</p> <p>SWBAT: (Student Voice & Choice)</p> <ul style="list-style-type: none"> Create a multimedia presentation using PowerPoint or Google Slides. Develop and perform a skit. Produce a video of a workplace scenario. Record an interview with the owner or leader of a business in their designated industry. <p>Project Criteria:</p> <ul style="list-style-type: none"> Introduce DEI. Identify the industry and characteristics of the workplace. Focus on at least two strategies for promoting diversity in the workplace. Summarize the impact of implementing the identified strategies. Defend the selection of the identified strategies.

Step 1 Drive Inquiry & Encourage Exploration	Step 2 Drive Higher-Order Thinking Around Video Content	Step 3 Extend & Apply Knowledge
<p>Activity: Assess Learning - Independent</p> <p>SWBAT: Use video content to:</p> <p>Assessment 1: Concept Map</p> <ul style="list-style-type: none"> • Create a concept map with the words - diversity, equality, equality, and inclusion. • Include brief explanations (text or graphics) and arrows between the related ideas. <p>Assessment 2: Student Voice & Choice</p> <ul style="list-style-type: none"> • Select a concept: 9 Protected Characteristics, Iceberg Model of Culture, or Unconscious Bias. • Draw a graphic using cartoon or stick-figure characters to explain the selected concept to an 8th grader. <p>Assessment 3: Application of Concepts</p> <p>Online: Face-to-Face (F2F) or small groups</p> <p>SWBAT:</p> <ul style="list-style-type: none"> • Post in the chatbox: <ul style="list-style-type: none"> ◦ The definition of one of the following: diversity, equality, equality, and inclusion • Participate in small group discussions in breakout rooms: <ul style="list-style-type: none"> ◦ Share an example of Unconscious Bias in your school experience. • Report out to the whole group by summarizing the small group discussion. 	<p>Research Resources: Career-Themed Articles</p> <ul style="list-style-type: none"> • Engineering: Ask the experts: How can we improve diversity in engineering? (TJ – Training Journal) • Health Science: Diversity in Healthcare: The Importance of Representation (University of St. Augustine) <p><u>The next frontier of diversity and inclusion: Industry must make mental health support a priority</u> (Investment Week)</p> <ul style="list-style-type: none"> • Hospitality & Tourism: The Importance of Diversity in Hospitality (Overproof) • Finance: Investing in the future: The case for increasing diversity in finance (Accenture) • Information Technology: Harnessing diversity and inclusion in technology key in 2021 (TechTarget Network) 	<p>Activity: Assess Learning – Independent/Small Group</p> <p>Assessment:</p> <p>SWBAT:</p> <ul style="list-style-type: none"> • Perform an online-public presentation to an audience of their peers. • Produce an online-recorded presentation and show it to an audience of their peers. • Review the Peer-Review results: Peers use a presentation rubric to judge student/small group presentations.
<p>Required Materials:</p> <ul style="list-style-type: none"> • Access to the Internet • Connectivity platform (e.g., Zoom) 	<p>Required Materials:</p> <ul style="list-style-type: none"> • Access to the Internet • Connectivity platform (e.g., Zoom, Microsoft Teams) 	<p>Required Materials:</p> <ul style="list-style-type: none"> • Access to the Internet • Access to Microsoft PowerPoint or Google Slides • Connectivity platform (e.g., Zoom)