

100IB – IDEA Equals Belonging – Course Syllabus

This course from Barton Dunant covers an introduction to Inclusion, Diversity, Equity, and Accessibility. It is designed as a **General Management** introduction to these concepts for any type of organization. Your organization may have different policies, procedures, etc. and your geographic jurisdiction may have different laws, all of which may apply and override anything in this course. This course will not provide any legal advice, and its use is for informational purposes only.

Course Outline:

1. Introduction
2. Inclusion
3. Diversity
4. Equity
5. Accessibility
6. Belonging – Conclusion

In 2021, U.S. President Joseph Biden issued an *Executive Order*¹, applicable to all Federal executive offices and departments, which had easy and yet strong definitions for the following:

Inclusion - the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

Diversity - means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

Equity - the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Accessibility - the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design. (FEMA, 2023, p.3)²

¹ Biden, J. (2021). Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. The White House. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/>

² FEMA. (2023). Inclusion, Diversity, Equity and Accessibility in Exercises Considerations and Best Practices Guide. FEMA. https://www.fema.gov/sites/default/files/documents/fema_inclusion-diversity-equity-accessibility-exercises.pdf

Each Segment (except for the introduction and Conclusion) contains a video and a short five question quiz. After completing all of the modules (including the quizzes), there is a final quiz to complete at the end. Completing the final quiz, with 7 out of 10 or more correct answers is a passing grade – and the course will issue a certificate automatically. This course should take approximately one (1) hour to complete.

Inclusion, Diversity, Equity, and Accessibility (IDEA): Building a More Just and Equitable World

The concept of IDEA encompasses four interconnected principles:

1. Inclusion: This refers to the active, intentional, and ongoing effort to ensure that everyone, regardless of background, identity, or ability, feels welcome, valued, and able to participate fully in all aspects of life. It's about creating spaces where everyone has the opportunity to contribute their unique perspectives and experiences.

2. Diversity: This celebrates the richness of human differences, encompassing aspects like race, ethnicity, gender, sexual orientation, ability, socioeconomic status, age, religion, and more. It recognizes that these diverse perspectives and experiences are a strength, not a weakness, and are essential for innovation, creativity, and problem-solving.

3. Equity: This goes beyond simply treating everyone the same. It acknowledges that systemic barriers and historical injustices have created unequal opportunities for different groups of people. Equity focuses on creating a level playing field by addressing these barriers and ensuring that everyone has the resources and support they need to succeed.

4. Accessibility: This refers to the removal of physical, communication, and attitudinal barriers that prevent people with disabilities from fully participating in society. It encompasses things like building ramps, providing sign language interpreters, and developing websites that are screen reader-friendly. It also includes support for people for whom English is not their first language, and those who are dependent on mass transportation only. Their ability to access goods and services may be different from others, but is no less important – especially for them.

Why is IDEA important?

By embracing IDEA, we can create a world that is:

- **More just and equitable:** Everyone has the opportunity to thrive and reach their full potential.
- **More innovative and successful:** Diverse perspectives and experiences lead to better solutions and outcomes.

- **More reflective of the world around us:** Our communities, institutions, and workplaces should mirror the diversity of the world we live in.
- **More welcoming and inclusive:** Everyone feels valued and respected for who they are.

Taking action on IDEA:

There are many ways to get involved in promoting IDEA:

- **Educate yourself:** Learn more about the different aspects of IDEA and the challenges faced by different groups of people.
- **Challenge your own biases:** We all have unconscious biases, but it's important to be aware of them and work to overcome them.
- **Speak out against discrimination and injustice.**
- **Support organizations that are working to advance IDEA.**
- **Be an inclusive leader or teammate:** Create spaces where everyone feels welcome and valued.

Remember, IDEA is an ongoing journey, not a destination. By working together, we can create a more just and equitable world for all.