



## COURSE OUTLINE: EDI001 - INDIGEN -EQU DIV INC

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Approved: Sherri Smith, Chair, Natural Environment, Business, Design and Culinary

<b>Course Code: Title</b>	EDI001: INDIGENOUS EQUITY, DIVERSITY & INCLUSION
<b>Program Number: Name</b>	2041: BUSINESS - H.R. 2057: BUSINESS - MARKETING 2073: SPORTS ADMIN. 2179: ADVANCE PRO MGT-STRA
<b>Department:</b>	CONTROL - SAULT
<b>Academic Year:</b>	2023-2024
<b>Course Description:</b>	In this course, students will be introduced to Equity, Diversity and Inclusion (EDI) principles in a workplace. Students will explore the latest research, and review how organizations are embracing equity, diversity and inclusion strategies as part of organizational priorities and competitive advantages. Students will further explore the business and cultural challenges as companies strive for both diversity and inclusion.
<b>Total Credits:</b>	3
<b>Hours/Week:</b>	3
<b>Total Hours:</b>	42
<b>Prerequisites:</b>	There are no pre-requisites for this course.
<b>Corequisites:</b>	There are no co-requisites for this course.
<b>Vocational Learning Outcomes (VLO's) addressed in this course:</b>  Please refer to program web page for a complete listing of program outcomes where applicable.	<b>2041 - BUSINESS - H.R.</b> VLO 1 participate in the recruitment, selection, and retention of employees VLO 3 participate in the planning, delivery, and evaluation of employee orientation, training, and development programs VLO 4 contribute to an organization's success through effective employee relations VLO 6 participate in organizational health and safety policies and practices VLO 8 implement organizational development* strategies aimed at promoting organizational effectiveness VLO 9 communicate human resources information accurately and credibly in oral, written, and graphic form VLO 10 plan and act on personal professional development plans to achieve ongoing competence in human resources professional practice VLO 12 assist in the collection and analysis of human resources data  <b>2057 - BUSINESS - MARKETING</b> VLO 1 contribute to the development of a marketing* plan that will meet the needs or goals of a business or organization VLO 2 contribute to the development of an integrated marketing communication plan* of a product*, concept, good, and/or service based on an identified market need or target



- VLO 3 contribute to the development of new and/or modified marketing concepts, products\*, goods, and/or services that respond to market needs
- VLO 4 contribute to the development of strategies for the efficient and effective placement/distribution of a product\*, good, and/or service to respond to an evolving market
- VLO 10 develop strategies with clients, customers\*, consumers\*, co-workers, supervisors, and others to maintain and grow working relationships
- VLO 11 develop learning and development strategies to enhance professional growth in the field
- VLO 13 operate within a framework of organizational policies and practices, when conducting business of the organization

#### **2073 - SPORTS ADMIN.**

- VLO 2 Develop, analyze and implement marketing strategies for products, programs, events, services and facilities related to sporting organizations or events.
- VLO 3 Develop business strategies for sports organizations which take into account the current political and economic environment to maintain currency in the industry while considering historical context.
- VLO 4 Comply with relevant statutes, regulations, safety and accessibility standards, and business practices.
- VLO 5 Apply leadership strategies and best practices to effectively manage personnel and accomplish organizational goals.
- VLO 9 Apply administrative, communication and customer service skills to support the delivery of sport and recreation programs, events, and services according to industry standards.
- VLO 10 Develop strategies for ongoing personal and professional development as a sport and recreation professional to contribute to a positive work environment.
- VLO 11 Conduct and present research to support business decision making in a sport organization.

#### **2179 - ADVANCE PRO MGT-STRA**

- VLO 12 Integrate inclusive practices from a Canadian perspective to support equity and participation of diverse stakeholders when managing projects
- VLO 13 Challenge personal assumptions and encourage the expression of all points of view to examine issues through various lenses for decision making

#### **Essential Employability Skills (EES) addressed in this course:**

- EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.
- EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication.
- EES 3 Execute mathematical operations accurately.
- EES 4 Apply a systematic approach to solve problems.
- EES 5 Use a variety of thinking skills to anticipate and solve problems.
- EES 6 Locate, select, organize, and document information using appropriate technology and information systems.



	EES 7 Analyze, evaluate, and apply relevant information from a variety of sources.
	EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.
	EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.
	EES 10 Manage the use of time and other resources to complete projects.
	EES 11 Take responsibility for ones own actions, decisions, and consequences.

**General Education Themes:** Social and Cultural Understanding  
 Personal Understanding

**Course Evaluation:** Passing Grade: 50%, D  
 A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.

**Books and Required Resources:** Everyone Included: How to Improve Belonging, Diversity & Inclusion in Your Team by May, H. Publisher: Pearson Edition: 1st ISBN: 9781292342603  
 Additional online and other resources will be provided by the instructor.

<b>Course Outcomes and Learning Objectives:</b>	<b>Course Outcome 1</b>	<b>Learning Objectives for Course Outcome 1</b>
	1. Recognize and understand the foundations of Equity, Diversity, & Inclusion (EDI).	1.1 Use a working understanding of EDI terminology. 1.2 Critically analyze how words are important and identify possible biases and outdated terminology. 1.3 Recognize identity as a determinant of privilege and disadvantage. 1.4 Identify the key cultural attributes that create belonging and the role of individual employees, leadership, and teams.
	<b>Course Outcome 2</b>	<b>Learning Objectives for Course Outcome 2</b>
	2. Recognize the value of diversity and intersectionality within an organization.	2.1 Identify the significant role that experiences of marginalized groups play in forming an EDI framework. 2.2 Research and analyze scholarly resources to better understand the diversity and intersectionality of individuals within an organization. 2.3 Execute an EDI audit/assessment.
	<b>Course Outcome 3</b>	<b>Learning Objectives for Course Outcome 3</b>
	3. Understand organizational implementation and impact of EDI initiatives.	3.1 Articulate an organizational vision that promotes equity inclusion. 3.2 Create and evaluate a plan to support diversity and inclusion commitments.
	<b>Course Outcome 4</b>	<b>Learning Objectives for Course Outcome 4</b>
	4. Demonstrate sensitivity and conviction to the cultural contributions of an Indigenous worldview within	4.1 Examine how the structural barriers influenced by a colonizing lens impacts Indigenous people. 4.2 Connect how decolonizing organization structure aligns with EDI framework.

	an organization.	4.3 Identify strategies for an organization to incorporate The Truth and Reconciliation Calls to Action.
	<b>Course Outcome 5</b>	<b>Learning Objectives for Course Outcome 5</b>
	5. Develop strategies to address the challenges of making EDI possible in the workplace/organization.	5.1 Engage in self assessment to become aware of biases and develop a plan to address them. 5.2 Critically analyze how power, access, opportunities, treatment, impacts and outcomes in participation, distribution of resources, and awareness to address equity issues. 5.3 Identify and understand the impacts of micro-aggressions, assumptions, biases, and stereotypes. 5.4 Investigate and understand policies that limit diversity, noting where they warrant change.
	<b>Course Outcome 6</b>	<b>Learning Objectives for Course Outcome 6</b>
	6. Recognize the role advocacy and allyship play in creating an equitable and inclusive workplace.	6.1 Identify and articulate characteristics of allyship and advocacy. 6.2 Summarize best practices in diversity, equity, and inclusion programs to demonstrate how to be an ally and advocate. 6.3 Recognize Anti-racism/Anti-black racism strategies.
	<b>Course Outcome 7</b>	<b>Learning Objectives for Course Outcome 7</b>
	7. Understand the physical, social, and emotional barriers that individuals with diverse abilities and physical challenges face daily to increase awareness.	7.1 Distinguish between the complexities of individuals with diverse abilities. 7.2 Identify strategies that reduce barriers to provide meaningful and equitable access in an organization.

<b>Evaluation Process and Grading System:</b>	<b>Evaluation Type</b>	<b>Evaluation Weight</b>
	Belonging Audit	20%
	Belonging Plan	15%
	Class Activities	30%
	Discussion Posts & Reflections	35%

**Date:** June 22, 2023

**Addendum:** Please refer to the course outline addendum on the Learning Management System for further information.