

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
Activity: Independent: Transfer of information to students SWBAT: (Students will be able to) - Explain diversity, equality/equity, and inclusion. - Provide examples of the 9 Protected Characteristics, Iceberg Model of Culture, and Unconscious Bias. Online Activity: Independent SWBAT: - View the following videos: 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)	Activity: Independent & Asynchronous - students work offline Resource Article: Causes and Effects of Diversity in the Workplace (Chron) SWBAT: - Read, review, and annotate the article. Online: Face-to-Face (F2F) - Post in the chatbox: 1-positive or 1-negative effect of diversity in the workplace Activity: Driving High-Order Thinking - Small Group/Independent: Synchronous & Asynchronous SWBAT: - 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. Assessment: Independent SWBAT: - Write a one-page summary of the impact of DEI on a career industry.	Activity: Small Group/Independent: Synchronous & Asynchronous Topic & Resource Article: 5 Strategies for Promoting Diversity in the Workplace (HULT International Business School) SWBAT: (Student Voice & Choice) - 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. Project Criteria: - 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
Activity: Assess Learning - Independent SWBAT: Use video content to: Assessment 1: Concept Map • Create a concept map with the words - diversity, equality, equality, and inclusion. • Include brief explanations (text or graphics) and arrows between the related ideas. Assessment 2: Student Voice & Choice • 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. Assessment 3: Application of Concepts Online: Face-to-Face (F2F) or small groups SWBAT: • Post in the chatbox: ◦ The definition of one of the following: diversity, equality, equality, and inclusion • Participate in small group discussions in breakout rooms: ◦ Share an example of Unconscious Bias in your school experience. • Report out to the whole group by summarizing the small group discussion.	Research Resources: Career-Themed Articles • 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) <u>The next frontier of diversity and inclusion: Industry must make mental health support a priority</u> (Investment Week) • 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)	Activity: Assess Learning – Independent/Small Group Assessment: SWBAT: • 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.
Required Materials: • Access to the Internet • Connectivity platform (e.g., Zoom)	Required Materials: • Access to the Internet • Connectivity platform (e.g., Zoom, Microsoft Teams)	Required Materials: • Access to the Internet • Access to Microsoft PowerPoint or Google Slides • Connectivity platform (e.g., Zoom)