

Frequently Asked Questions about EDI-D Learning Modules

How is the content for the modules developed?

The content for the modules is carefully developed in-house, considering current best practices in teaching and learning in the field of EDI, and the present research on anti-racism and anti-oppression. The e-learning modules are also created with the context of Canada, London, and Western University in mind, but can be customized to include information from other cities and organizations. They have been developed in consultation with internal and external subject matter experts (faculty members and community leaders) and student associations. The content of the modules is also grounded in current research for the specific topics and identities they address.

How long are the modules, and are they customizable?

Most of the modules can be completed in 1.5 hours. Customization is offered for an additional fee. Customization typically adds resources and data specific to the organization or institution being licensed and includes developing case studies relevant to the learners.

Who reviews the modules before they are launched to the public?

The e-learning modules are developed using an iterative process guided by the EDI Digital Learning Specialist with the Office of EDI at Western, where external subject matter experts in EDI-D and the topics being addressed in the modules, faculty members who are also experts in this field, student associations, and community leaders, are invited to provide feedback at different stages of the development process.

How is the completion of the module assessed?

The completion of the module can be assessed through an online quiz, where the passing grade can be chosen by the organization. The quiz can be housed in the organization's Learning Management System, which means that it is not embedded in the e-learning module.

Do people receive a Certificate of Completion for each module?

Yes, the organization will have the ability to provide certificates of completion.

What platform are the modules developed on? Where are the modules housed?

The modules are developed in Articulate 360, specifically Rise 360. Organizations interested in the modules are provided with a SCORM file per module, which they can use in their own Learning Management System or learning platform. The e-learning modules are entirely web-based, providing convenience for all learners, allowing them to progress at their own pace. Learners have the flexibility to pause their learning and resume from where they left off whenever they choose.

What modules are available to license and what is the price associated?

Modules currently available:

- Unpacking and Addressing Antisemitism
- Unpacking and Addressing Anti-Asian Racism
- Unpacking and Addressing Islamophobia
- Bias and Microaggressions: Impact, Prevention, and Intervention
- Transforming Power and White Privilege
- Building Inclusivity through Anti-Racism
- Historical Review of Racism in Canada
- Unpacking and Addressing Black Racism

Coming Soon:

- Unpacking and Addressing Anti-Indigenous Racism
- Unpacking and Addressing Oppression towards 2SLGBTQIA+ and Trans Communities
- Prevention of Ableism
- Unpacking and Addressing Misogyny and Sexism

We base our pricing on the number of users and number of modules. We normally license our modules for 1-year terms. We would be more than happy to provide a quote upon request.

Module Descriptions and Learning Objectives

Building Inclusivity Through Anti Racism

Build up your understanding of internalized, interpersonal, systemic, and institutional racism while gaining the knowledge and skills to combat racism. Explore actionable steps that can be taken to redistribute power and engage in perspective-taking. Reflect on microaggressions and their impact on equity-deserving group members and learn about microinterventions tactics you can use to address microaggressions.

Learning objectives:

- Define anti-racism and related keywords
- Examine racial microaggressions and the harmful impact they can have on racialized individuals
- Implement strategies and take actions to begin or continue an anti-racist journey to create a more equitable and inclusive community in our society
- The module can be completed in approximately 45 minutes.

Historical Review of Racism in Canada

This module offers the opportunity to learn about and reflect on the history of racism towards Indigenous Peoples, Black People, and People of Colour. When we understand and acknowledge the history of these communities, we can honour, respect, and celebrate them.

Learning objectives:

- Recognize the relevance of the history of racism in Canada
- Examine the current impact of the history of racism in the Canadian context, focusing on Indigenous Peoples, Black People, and People of Colour.
- The module can be completed in approximately 3 hours.

Transforming Power and White Privilege

This module allows participants to reflect on their positionality as social beings and learn about privilege, White privilege, and allyship. Reflect on strategies that can be implemented to transform privileges and power into a tool that champions the co-creation of a more equitable and inclusive campus and within your personal and professional life.

Learning Objectives:

- Examine and create your social identity map to reflect on your positionality and relationship to Northern Turtle Island.
- Distinguish privilege, White Privilege, and the invisibility of Whiteness.
- Reflect on strategies to make Whiteness visible.
- Identify and reflect on strategies to become an ally to equity-deserving groups.
- The module can be completed in approximately 1.5 hours.

Bias and Microaggressions: Impact, Prevention, and Intervention

Biases are mental shortcuts humans use to decide what is good or bad, what we like or do not like. All human beings have biases, but they can be changed once we know we have them and intend to eradicate them. Unconscious biases can create harmful environments where people are viewed negatively and affect our decision-making and hiring processes, ultimately contributing to more interpersonal, institutional, and systemic barriers. Similarly, microaggressions can also harm individuals bringing feelings of hopelessness and resentment and affecting the overall well-being of equity-deserving group members.

This module allows you to learn about biases, types of biases, microaggressions, and macroaggressions. Build awareness around the impact of microaggressions on both targets of microaggressions and microaggressors, identify strategies to recognize and address implicit biases, and consider microintervention tactics to disarm microaggressions.

- The module can be completed in approximately 1.5 hours.

Unpacking and Addressing Antisemitism

This e-learning module allows participants to reflect on antisemitism and its impact on the Jewish community. Explore the basics about Jewish communities, their main holidays, and significant symbols. Build up your knowledge of social media's role in contemporary antisemitism and learn strategies to address antisemitic microaggressions and overt antisemitism on campus and social media.

Learning objectives:

- Examine current instances of antisemitism across Canada.
- Reflect on current stereotypes and tropes against Jewish people and how they harm Jewish-identifying individuals and communities.
- Implement strategies and take actions to expose and confront antisemitism to build a more inclusive environment in our society.
- The module can be completed in approximately 1.5 hours.

Unpacking and Addressing Anti-Asian Racism

In 2021, there was a 47% increase in racist incidents experienced by Asian Canadians (Chinese Canadian National Council Toronto Chapter & Project 1907, 2021). These incidents do not even include the anti-Asian microaggressions that Asian Canadians experience daily or how they must adapt to 'fit into' Canadian society. In this module, you will unpack anti-Asian racism and the myths and stereotypes that continue to harm Asians in Canada. Explore the intersectionality that Asian communities experience in Canada. Examine different strategies to address anti-Asian racism and microaggressions.

Learning objectives:

- Define anti-Asian racism and related concepts.
- Identify the harmful impact historical Canadian laws and policies have had on Asian Canadians and Asian populations.

- Identify the harmful impact contemporary Canadian attitudes and social trends have had on Asians.
- Take action when encountering anti-Asian racism in interpersonal and institutional settings.
- The module can be completed in approximately 1.5 hours.

Unpacking and Addressing Islamophobia

Islamophobia has manifested itself commonly through incidents of the physical assault of Muslims as well as the vandalism of mosques. In extreme cases, several Muslims have also been targeted and killed by virtue of the religion that they practice. This e-learning module allows participants to reflect on Islamophobia and its impact on the Muslim community. Explore the basics about Muslim communities, their main holidays, and significant symbols. Build up your knowledge of myths around Islamophobia and learn strategies to address microaggressions and overt Islamophobia on campus and social media.

Learning objectives:

- Define Islamophobia and related concepts.
- Identify how contemporary Islamophobia has manifested itself across Canada.
- Recognize why certain myths and misconceptions about Muslim people are harmful, and how they continue to perpetuate Islamophobia in Canada.
- Practice strategies to combat anti-Muslim hatred in your personal life, on campus, and within society.
- The module can be completed in approximately 1.5 hours.

Unpacking and Addressing Anti-Black Racism

Anti-Black racism in North America is a legacy of not just colonialism but essentially the transatlantic slave trade and the subsequent mistreatment of Black people following the abolition of slavery. This module provides some insight into some common terms related to anti-Black racism, alongside a review of the different ways anti-Black racism has been manifested. Learn some practical strategies that can be used to address anti-Black racism in your day-to-day lives.

Learning objectives:

- Define anti-Black racism and related concepts.
- Identify the harmful impact historical Canadian laws and policies have had on Black Canadians and Black populations.
- Identify the harmful impact contemporary Canadian attitudes and social trends have had on Black Communities.
- Take action when encountering anti-Black racism in interpersonal and institutional settings.
- The module can be completed in approximately 1.5 hours.