

Equity, Diversity & Inclusion Overview

Corridor Interactive is situated in Calgary, Alberta. We acknowledge our presence on the traditional territories of the Blackfoot Confederacy, which includes the Siksika ("six-ih-GAH"), the Pikani ("bee-GAH-nee"), and the Kainai Nations ("GUY-nah"). Also included in Treaty 7 are the Tsuut'ina ("soot-IN-uh") and Stoney Nakoda Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.

We would also like to acknowledge the traditional territories and oral practices of the Indigenous ancestors of Turtle Island, and this young country we call Canada.

This course provides a foundational understanding of equity, diversity, and inclusion (EDI), and why it matters. Discover how social identities are shaped by society, and how systemic barriers marginalize certain groups based on those identities. Learn to recognize and understand systems of oppression in our society and where they came from so we can collectively work to eliminate them.

Module 1: About this Course

While the principles of equity, diversity, and inclusion (EDI) and EDI-related work are not new, organizations are increasingly taking more notice of issues in this area which directly *and* indirectly impact their work, productivity, and workplace culture. The modules in this course are intended to clarify and provide understanding of:

- Key concepts and terminology under the EDI umbrella, including accessibility.
- Socially constructed perceptions that contribute to the marginalization of certain groups.
- Social identities, social location, and "intersectionality".
- The basis and impacts of systems of oppression and what we mean by "dominant" and "non-dominant" groups.
- Human rights in the context of the Canadian Human Rights Act and Prohibited Grounds of Discrimination.
- How bias, prejudice, and stereotypes can lead to discrimination and harassment

Module 2: Getting Started with Equity, Diversity, and Inclusion (EDI)

What is equity, diversity, and inclusion (EDI), how has it evolved, and why does it matter? EDI is a big, complex topic. Before we can move forward with EDI and affect change, let's start with an accurate understanding of some basic concepts, specifically, equity, inclusion, accessibility, and diversity.



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Module 3: Socially Constructed Perceptions

Socially constructed perceptions, how they develop and evolve, and how, if left unchecked, such perceptions can lead to hostile behaviour and/or actions that marginalize and disadvantage others.

Module 4: Social Identities, Systems of Oppression, and Social Location

What are dominant and non-dominant social identities, and how do they contribute to the power and privilege someone experiences in society? What are systems of oppression, how do they evolve, and how do they benefit dominant groups? How does a person's unique social location impact their life experiences? Explore social locations and see how they influence our power and privilege.

Module 5: Human Rights, Discrimination, and Harassment

An overview of human rights, discrimination, harassment, and sexual harassment in the context of the Canadian Human Rights Act and Prohibited Grounds of Discrimination. How to recognize and handle incidents of discrimination, harassment, and sexual harassment.

Conclusion & Knowledge Check

A conclusion to summarize key points learned in the course, followed by a short quiz.

Duration

2 hours

Passing Grade

80%



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Corridor SME Certified

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Equity, Diversity & Inclusion Expert



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Reporting

Printable Certificate of Completion

5 Modules

Reflective Exercises

Final Quiz



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