

Fw: D&I Learning and Development Recommendation

Stancia Jenkins <sjenkins@nebraska.edu>

Wed 9/8/2021 9:10 PM

To:Linda M Cunningham <lcunning@unmc.edu>;Martonia Gaskill <gaskillmc@unk.edu>;Richard Bischoff <rbischoff2@unl.edu>;Candice Batton <cbatton@unomaha.edu>; Mary Chinnock Petroski <petroskimj@unk.edu>;Gwendolyn Combs <gcombs2@unl.edu>;Stacey C Coleman <stacey.coleman@unmc.edu>

1 attachments (213 KB)

D&I Curriculum 09.08.21 v. 2.pdf;

FYI... please see the communication below shared with President Carter... Thank You for all that you do!!

Stancia

From: Stancia Jenkins**Sent:** Wednesday, September 8, 2021 9:02 PM**To:** Ted Carter <tcarter@nebraska.edu>**Cc:** Jayne Sutton <jsutton@nebraska.edu>; Shelley Harrold <sharrold@nebraska.edu>; Vanessa Zimmer <vzimmer@nebraska.edu>**Subject:** D&I Learning and Development Recommendation

President Carter,

In alignment with UN's Five-Year Strategy and Executive Memoranda No.'s 33 and 34, the Diversity Officers Collaborative's (D.O.C.) Charter Group recommends Vector Solutions - formerly known as DiversityEdu - as curriculum provider for baseline D&I learning and development offerings to include implicit bias.

Recommended Provider, Selection, and Review

Vector Solutions was selected as the recommended provider after curriculum content review, quality and value, ability to integrate with the University's learning management system (Bridge), overall "fit" for the organization, and assessment and feedback from Charter members based on nine key criteria. In addition, the content was found to be well suited for an academic environment because of its research-based approach. Vector Solutions also offers additional modules for continued D&I learning in higher education.

General Review: Nine Key Criteria

- **Baseline Understanding:** The curriculum helps the learner understand the concept of unconscious bias. e.g., conscious bias vs. unconscious bias
- **Impact:** The curriculum helps the learner understand the impact – organizationally and personally – of unconscious bias. i.e., how unconscious bias can derail efforts to create a diverse, inclusive, accessible, and equitable organization.
- **Benefits:** The curriculum helps the learner understand the benefits of creating a diverse, inclusive, accessible, and equitable organization.
- **Learning Experience:** The curriculum equips the learner with knowledge or tools to identify and circumvent harmful behaviors and actions.
- **Customization:** The curriculum can be branded and customized to increase awareness of NU D&I policies and campus-based resources/L&D opportunities
- **Testing and Assessment:** The curriculum provides the learner with opportunities to "test" behavior-based application of acquired knowledge.
- **Pre-Assessment:** The curriculum contains pre-assessment modules.
- **Engagement and Interaction:** The curriculum design is interactive and engaging.
- **Tone:** The tone of the curriculum "calls the learner in" vs. "calling the learner out."

Recommended Contract Duration and Cost

Charter members recommend a 3-year agreement option at a cost of \$22,400.00 for unlimited access by university employees. The 3-year agreement option is calculated based on a 20% discount.

Rollout and Communication

Members of the D.O.C. Charter Group as well as the full D.O.C. membership stand ready to actively collaborate with communications staff on the rollout of the offering as well as supplemental learning and development areas. As noted in prior conversations, enterprise-wide D&I learning and development offerings are meant to supplement campus level learning and development activities not replace those activities.

Module Access

To allow you, the Chancellors, and the Executive Vice President & Provost the opportunity to review some of its sample modules, Vector Solutions has agreed to expand and extend access via the link and instructions below through September 15th.

Diversity & Inclusion Education:<https://hesalesdemo-diversity.safecolleges.com/login> [hesalesdemo-diversity.safecolleges.com]

username: nebraska_guest

Upon logging in, you will find the employee modules are already assigned to you

D&I Charter Group Members

- Linda Cunningham (Lead Convenor), UNMC
- Dr. Martonia Gaskill, UNK
- Dr. Richard Bischoff, UNL
- Dr. Candice Batton, UNO
- Dr. Gwendolyn Combs, UNL
- Stacey Coleman, UNMC
- Stancia Jenkins (Ex Officio), Office of the President