



Newsletter 10

Welcome to the Engaging Diversity newsletter for Summer 2007!

PROGRESS

19,524 users are registered on the platform. Since commencement of the project, the DP has provided innovative equality and diversity e-Learning modules to 2,816 beneficiaries.

The cumulative figures for completion of the modules so far are:

- Race Module = 2,512 beneficiaries
- Disability Module = 1,847 beneficiaries
- Gender Module = 1,546 beneficiaries
- Age Module = 1,223 beneficiaries
- Welsh Language = 949 beneficiaries
- Religious Beliefs = 720 beneficiaries

INNOVATIVE APPROACHES TO E-LEARNING

Denbighshire County Council has recently started to deliver the modules in an innovative way to groups of employees that do not have easy access to ICT facilities. They are showing the modules like a movie to a group of people by using a big screen and a projector.

“Our expectations have been exceeded with the Engaging Diversity programme”

The test is then taken in an innovative way: by using an electronic voting system, similar to system used in popular quiz shows like 'Who wants to be a millionaire?' The multiple choice questions are read out to the learners who can then choose the corresponding number on their keypad. After everybody has voted, immediate feedback is given by showing the correct solution. This method reinforces the learning and

Our Modules include:

Age

Disability

Gender

Religion & Belief

Sexual Orientation

The Welsh Language

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seems to be very popular with the learners.

Using an electronic voting system also makes it easier for learners with low levels of literacy to take the test. It is beneficial for the trainers because it provides a digital record of the test that is easily stored and can be evaluated instantly.

E-COMMUNITIES

A number of e-communities have been developed to assist with the research requirements. Amongst these are:

- A Community Of Practice for equalities professionals, designed to give added value to users helping realisation of potential of their own communities. Project and research updates are communicated through this e-community to encourage users to log-in and keep abreast of news.
- Each organisation has its own e-Learning Community, which they are being encouraged to personalise. Research suggests that users will engage and interact more within e-communities if perceived to be endorsed by their organisation and populated by their peers.
- An e-Learning Community for e-moderators, where beneficiaries can learn the skills required to moderate

their own successful e-communities. The majority of participants are from TNP, but it is hoped that more members will be recruited from our partners.

- A Virtual Project Team has been created for the TNP to work together on collaborative documents, and creation of best practice etc.

The activities within these e-communities have been designed to spark discussion and collaboration with a view to creating valuable knowledge banks of best practice.

“The modules have done what they set out to do, which is opening peoples minds”

A new set of learner surveys have been developed and piloted.

Learners complete a survey when they first register for the program and again after taking each module. This will supply a large data sample for assessing the effectiveness of the 'Engaging Diversity' e-learning program.

Over the coming months users who have completed the modules will be interviewed with regards their experiences of the modules, and the effect of the modules on the learners and the organisations. Stories, case studies and incidents that illustrate the affect on personal and

organisational behaviour will be collated, and examples of best practice will be made available through the e-communities. Example quotes from these interviews can be found throughout this newsletter.

“It is good that you do not need particularly good IT skills to be able to access the modules”

e-Learning has a great potential to support learning for employees. The multimedia aspects make the content enjoyable and accessible, and the delivery options mean it can be used in almost any learning situation where the technology is available. Most employees now have the ICT skills and experience to make good use of the new medium. Well designed e-learning systems are simple and easy to use, so they do not interfere with the learning. The barriers it raises for low skilled learners can be managed and reduced. An organisation that wants to use e-learning as a convenient, cost effective and enjoyable form of staff development for all its employees will target these barriers.

“The training works on hearts and minds”

DP MEETING

The next DP meeting will be held on 25th July.