

Diversity Now

E-Learning Programme for Queen's University, Belfast

Background

Queen's University of Belfast (QUB) has 3,500 members of staff who deliver services to over 17,000 students. It is committed to promoting equality and diversity to everyone who works and/or studies at the university.

Challenge

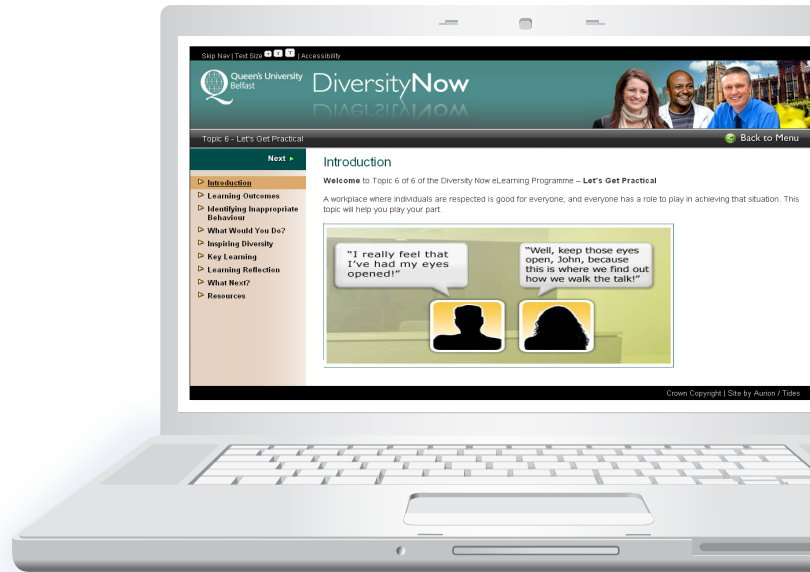
QUB asked us to develop an effective and meaningful equality and diversity e-learning programme for its staff. This was an exciting proposal for us because this was the first time the university had used e-learning to deliver equality and diversity training. Previously Queen's had delivered full day equality and diversity workshops to staff, however this took a considerable amount of time.

The major challenge for us was to develop an online equality and diversity programme that would be equally relevant to staff of all grades throughout the university. Queen's were very clear that they didn't just want to focus on the legislation – our e-learning programme really had to make staff think and change any negative behaviours and attitudes.

Clients Say:

"The **Diversity Now** e-learning course has been extremely beneficial to the university. It has allowed the university to deliver training on equality and diversity through a modern medium and in a cost effective manner. The feedback from staff across all grades within the university has been extremely positive. The course has been structured in such a way to be flexible for the user. It is also flexible in that the course can be updated as required."

Paul Browne,
Equal Opportunities Manager, QUB



Solution

Our thought provoking **Diversity Now** e-learning course is suitable for all members of QUB staff. It goes far beyond the legislation to provide staff with an understanding of:

- the importance of diversity to the university;
- why it is important to promote equality of opportunity;
- why it is important to create and sustain an environment that values and celebrate the diversity of its staff and student body; and
- what is expected of them in the workplace.

The learning programme contains over three hours of interactive learning content divided into six topics:

- Understanding diversity;
- What's it got to do with you?;
- What's it got to do with the university?;
- From compliance to commitment;
- The benefits; and
- Let's get practical.

Solution

Diversity Now includes high quality audio visual content including an introduction from the Pro Vice Chancellor; 'vox pop' interviews with students and staff; and a 25 minute dramatisation showing real-life workplace scenarios to set the learning in context. It's also packed with interactive features to keep learners engaged such as clickable diagrams; multiple choice quizzes (with feedback) and additional resources and links to useful websites.

Diversity Now also features a tracking system so that administrators can monitor the number of employees registering and completing the programme.

Easy Navigation



Outcomes

Queen's has been able to roll-out mandatory equality and diversity training to its 3,700 staff.

Equality and Diversity training is standardised, environmentally friendly and cost efficient compared to face-to-face training (no trainer, travel, room hire or meal costs and reduced time spent away from the desk).

Queen's Equal Opportunity Unit has been able to monitor/track the number of staff completing **Diversity Now** and produce compliance reports.

Staff can gain a better understanding of why equality and diversity is important, and what attitudes and behaviours the university expects from them in the workplace.

Interactive Quizzes

Activity - Click your choice

What do you think of... Politicians?

Committed Trustworthy

Greedy Devious

Mind is blank Don't Know

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Activity - Click your choice

Q3: Do you prefer Chinese food or Indian food?

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Want to find out more?

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