



# **Diversity and Inclusion**

## **E-learning Module**

Developed by Dr Neil Thompson

## **Module Companion**



Welcome to the Avenue Media Solutions e-learning module on

## **DIVERSITY and INCLUSION**

This module companion has been developed to serve as a study aid for people working through this e-learning module. It contains a general introduction about e-learning, followed by (i) pages laid out for the facilitation of taking notes as you work your way through the programme; and (ii) the exercises that form an important part of the learning programme.

Please note that this companion is for your personal use. However, if your employers have provided or funded this programme of learning for you they may ask you to produce evidence of your learning, in which case this document duly completed will stand you in good stead.

### **E-learning**

We have the potential to learn in various ways – from attending face-to-face training events, reading books, articles, research reports and so on, watching a video or listening to an audio learning programme, supervision and reflective practice and from just doing our

job or living our lives. Different people feel comfortable with different sources of learning and we all have our preferences. E-learning is not intended to replace any of the above ways of learning – and, indeed, often incorporates elements of them – but, rather, to complement and enhance our other learning opportunities.

Avenue Media Solutions provides e-learning programmes (or 'modules') designed in such a way that they can be completed in small doses. That is, you can dip into the programme for a while, then leave it to do other things and return to where you left off when you are ready.

### **Using the companion**

This module companion has been prepared to help you get the most out of this +++ programme. We suggest you use it in the following three ways:

- To make notes as you work your way through the programme. This is particularly important if you are going to be completing the course over more than a week or two, as it is very easy to lose your thread in between the times you spend on the programme. It is also important to make notes based on *your* understanding of the issues covered, not just a summary of the course presenter's approach, but a record of what it means for *you*, in your particular circumstances.
- To complete the exercises contained within the module. Some people may be tempted to skip the exercises and just skip on to the next part of the programme. However, this is a temptation that must be resisted, as the exercises are a key part of the learning because they give you an opportunity to digest the information given and to make sense of it in relation to your own circumstances and your own learning needs. They encourage you to think about the issues and to understand them in relation to your own situation – without this there will be little or no learning.
- To serve as an aide-memoire. It is very easy to forget important issues and points of learning. Having a set of notes that we can refer back to at a later date is therefore very wise and potentially very useful.

So, you will need a printed copy of this companion alongside you as you work through the online programme. After you have completed each exercise you can then return to the main programme page online to move on to the next part of the module when you are ready

To begin you should now go back to the main programme page online to launch into your studies in earnest.

## Lesson 1 NOTES

### **Exercise 1**

**How did you first learn about discrimination? Was it from personal experience or from other sources? What does thinking back over your experience and awareness of these issues tell you about discrimination in society? Do you notice any significant patterns?**

## Lesson 2 NOTES

## Exercise 2

What problems are likely to arise from oversimplifying complex issues? What could be done to prevent such oversimplification?

## Lesson 3 NOTES



### Exercise 3

For each of the pitfalls identified in the video, think about how circumstances might lead you into such a mistake and consider how you could make sure that you avoid this happening.

## OTHER AVENUE MEDIA SOLUTIONS RESOURCES

### Practice manuals

Thompson, N. (2018) *The Social Worker's Practice Manual*

Thompson, N. (2018) *The Learning from Practice Manual*

Thompson, N. (2019) *The Managing Stress Practice Manual*

Thompson, S. (2019) *The Care of Older People Practice Manual*

Moss, B. and Thompson, N. (2020) *The Values-based Practice Manual*

Thompson, N. and Moss, B. (2021) *The Spirituality and Religion Practice Manual*

Other titles are in preparation.

### Other books

Thompson, S. (2019) *Your Social Work Journey: A Journal: From First Thoughts to First Placement*

Thompson, N. and McGowan, J. (2020) *How to Survive in Social Work*

Thompson, N. (2021) *Anti-racism for Beginners*

Visit <http://bit.ly/avenuemediabooks> for details

### E-books

Mann, H. (2013) *Sleep and Sleep Disorders: A brief introduction* Mann, H. (2016) *The Cancer Challenge: Coping with cancer when someone you love is diagnosed*

Thompson, N. (2012) *Effective Teamwork: How to develop a successful team*

Thompson, N. (2013) *Effective Writing*

Thompson, N. (2015) *How to do Social Work*

Thompson, N. (2016) *A Career in Social Work*

## **E-learning courses**

A wide range of cost-effective e-courses is available, including:

*Time and Workload Management*

*Dealing with Stress*

*Emotional Competence: Developing Emotional Intelligence and Resilience*

*Handling Aggression*

*Risk Assessment and Management*

Visit <https://bit.ly/avenue-elearningcourses> for details.

## **The Social Work Finishing School**

This online programme has been developed with two groups of people in mind: final-year students and newly qualified workers wanting support and guidance in making the transition to being a fully fledged worker and experienced practitioners and managers looking for a refresher to re-energise them.

This is a programme of fives: 5 video-based modules, 5 worksheets and the opportunity to ask Neil 5 questions as a form of online mentoring. The full price is £99, but it is available to SWU members for just £79. Visit [www.SocialWorkFinishing.School](http://www.SocialWorkFinishing.School) for further information.

## **Survive in Social Work**

This is an intensive six-months programme of online study designed for people who want help coping with the immense pressures social workers currently face in the present climate. It includes text-, audio- and video-based learning materials, access to the *humansolutions* Health & Well-being portal, and personal mentoring support from Neil. The aim of the programme is to go from surviving to thriving.

The full cost of the investment for this potentially life-changing programme is £599, but is available to SWU members for just £499, with phased payments available.

Visit [www.SurviveInSocialWork.com](http://www.SurviveInSocialWork.com) to find out more.

**Avenue Media Solutions**

Learning resources available from [www.humansolutions.org.uk](http://www.humansolutions.org.uk)

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