

“Storytelling for Diversity & Inclusion”

Instructor:	Joanna Sell
Format:	Online Course
Duration:	7 weeks
Language of Instruction:	English

Description

This program focuses on working with storytelling and storylistening practices in the context of personal development and working with stories in the diversity, equity and inclusion (DEI) context. Why? Increasingly, we need new skills to face rapid changes in the globalized world and we only can develop them when we are aware of our own stories, of big narratives that have shaped us, and of how they can inspire and motivate ourselves and others to initiate positive changes in our surroundings, in multicultural teams and in organizations. The narrative approach is very helpful because it can be applied in various fields.

In this program, we are going to work with stories at three different levels: the personal one, the collective one with the focus on working in the DEI context, and the global one. Our learning journey starts with working with your own stories so that you can better understand your strengths and your skills and the impact of different stories on you. Nowadays, in the multitude of information, stories can serve us to reduce complexity, to enhance meaning-making and to develop new skills. In the second step we are going to look at collective narratives and discuss the dangers of a single story and stereotypes. Especially while working in the DEI context and with intersectionality – in intergenerational projects, in multicultural teams, in coping with diversity programs, etc., (collective) storytelling can add value to enhance mutual understanding and leverage diversity as well as foster inclusion. Here, we are going to have a look at the specifics of mosaic identities and their impact on working in multicultural teams and projects across cultures. Eventually, we are going to work with stories for futures, as future is not a space that we enter but the space we co-create. Here our main emphasis will be on working with future scenarios in the organizations. Sharing your experiences from various cultures and the newest research from neuroscience and epigenetics regarding storytelling across cultures enrich this program and make it unique.

Learning Objectives

In this course, you are going to find out how you can work with storytelling practices in the context of personal development and in multicultural teams to advocate for diversity and inclusion. You are going to learn how to enhance mutual understanding among people from different cultures, and tell stories to initiate change and inspire other persons, both in your working and in your private life. Your take-aways will be numerous storytelling techniques, such as the hero’s journey, the heroine’s journey, three acts, story canvas, and CLA, learning by doing and experimenting with storytelling practices in peer groups as well as working on your own set of stories that you can apply in your surroundings.

Target Group

Young professionals, graduates, postgraduates, early-career professionals, advanced students, entrepreneurs, experienced or newly appointed leaders, start-up founders, coaches.

General Requirements

Participants need to possess English language abilities in speaking and writing on the Upper Intermediate Level (at least B2). Attendance of the live sessions is essential for your successful and meaningful completion of the course. To receive a certificate for this course, you will need to attend at least two of the three live sessions. These live sessions will be combined with additional material and intensive work through the online course platform, both individually and in groups. Please see course requirements for the various assignments.

To ensure a comfortable learning environment for all, please adhere to our [Code of Online Conduct](#).

Technical Requirements

Stable internet connection.

Fully functional device, such as computer, laptop or tablet (use of smart phones is not recommended) with camera and microphone, headset recommended.

Recommended operating systems: Windows 10 or higher or MacOS 10.13 or higher. Avoid using a VPN.

Software: Webex Meetings. Please log in to Webex at least a day before course start in order to avoid any technical delays on the first live session.

Course Requirements

Assignments & Readings

Project Presentation

Project Paper on Practical Case Study

Literature

Provided online.

Modules

Module	Topics, Guiding Questions, Reading, Assignments
<p>1</p>	<p>Live Session // Introduction: Storytelling for personal development & in the DEI context</p> <p>The opening session of the course is all about storytelling and storylistening and how they can be applied in the Diversity, Equity & Inclusion field. The focus of this session is on working with stories for your personal development and to understand the narrative nature of the multicultural identity. As for the journey, we are going to apply hands-on narrative structures, such as the “Behind the Mask” and the “Mosaic Identity”.</p> <p>Reading Sell, J. 2017. Storytelling for Intercultural Understanding and Intercultural Sensitivity Development, in: Chlopczyk, J. Beyond Storytelling, Springer Gabler, pp. 223-249. Hutschens, D. 2021. Story Dash. Find, develop & activate your most valuable business stories... in just a few hours.</p>
<p>2</p>	<p>Asynchronous session // Topic: Creating compelling stories</p> <p>Working with storyframeworks, such as “The Hero’s Journey”, “The Heroine’s Journey”, “Three acts structure” and the “Story Canvas” to give you inspirations on how you can work with your own stories and how you can create compelling stories.</p> <p>Assignment Video with three tasks. Individual work. Work in tandems</p>

3	<p>Asynchronous session // Topic: Practicing creating stories</p> <p>The neuroscience of storytelling. Polishing own stories Meeting in small groups to share stories and giving and receiving feedback</p> <p>Assignment Video with three tasks. Individual work. Group work in peer groups</p>
4	<p>Live Session // Topic: Practicing storytelling</p> <p>Exchange of stories in story circles. Reflection upon the danger of a single story and working with stories at the collective level to foster diversity and enhance inclusion. Exchange of best practices. Focus on intersectionality.</p>
5	<p>Asynchronous session // Topic: Working with stories at the collective level across cultures</p> <p>Storytelling and storylistening practices to expand your own comfort zone while addressing topics of diversity, equity & inclusion. Analysis of One Word Stories. Working with own examples.</p> <p>Assignment Videos with interviews and group work</p>
6	<p>Asynchronous session // Topic: Working with future scenarios</p> <p>Working with the CLA Causal Layered Analysis by Sohail Inayatullah</p> <p>Assignment Video, individual and group work, preparation of ppts for the last live session</p>
7	<p>Live Session // Topic: Implementation of Storytelling to create future scenarios</p> <p>In the last session, we are going to focus on the implementation of storytelling to create future scenarios. We are also going to have your future scenarios presentations that you have been working on in small groups.</p> <p>This module marks the end of our common journey, in which you have learnt to work with stories at the individual, collective and global level.</p>