# Carroll, Franck & Associates

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# Designing for Diversity – Ethical, Equity-centered Engagement: Course Outline

The in-person course is two days, with a break day in between. Participants are supported by a 70-page Manual, bonus Guide to Stakeholder Mapping, dozens of templates, examples, and guidance, and all training materials.

## 1. Introduction, Grounding, and Framework

**Introduction: Participants, course, session**

**Awareness and Grounding**
- Awareness-raising exercise and reflections
- Voices from the other side, segment 1: Exercise and reflections
- Equity-centered engagement; decision-support
- Voices from the other side, segment 2: Exercise and reflections
- Project decision tree; human nature, refined
- IAP2 Core Values: introduction, exercise
- IAP2 Code of Ethics: introduction, exercise

**Engagement Framework: Design, Workplanning, Implementation**
- Introduction
- Supporting materials

## 2. Design and Workplanning, Case 1

**Introduction: Participants, session; review, reflections**

**Design**
- Overview
- Full group and team exercises, discussions, reflections for each element
- Templates and other supporting materials
- Report out, debrief

**Workplanning**
- Overview
- Full group and team exercises, discussions, reflections for each element
- Templates and other supporting materials
- Report out, debrief

## 3. Design and Workplanning, Case 2

**Introduction: Participants, session; review, reflections**

**Design**
- Overview
- Full group and team exercises, discussions, reflections for each element
- Templates and other supporting materials
- Report out, debrief

**Workplanning**
- Overview
- Full group and team exercises, discussions, reflections for each element
- Templates and other supporting materials
- **Highlight**: Choosing the right tools, techniques
- Report out, debrief

## 4. Implementation

**Introduction: Participants, session; review, reflections**

**Implementation**
- Overview
- Full group and team exercises, discussions, reflections for each element
- Templates and other supporting materials
- **Highlight** (if time): Participatory, utilization-focused evaluation
- Report out, debrief

**Close: Reflections and Echoes.**
- Reflections, exercise
- Connections among participants: contacts
- Course evaluations