



Inclusion, Diversity, Equity & Accessibility

On-Demand Course

Self-paced online learning

Are you eager to deepen your knowledge of inclusion, diversity, equity, and accessibility (IDEA)? This foundational on-demand course is ideal for local government staff new to IDEA concepts, offering flexibility to learn at your own pace online. Explore key IDEA principles, relevant legislation, practical strategies, and examples from local governments to deepen your understanding of this topic. Through reflective and engaging exercises, you'll gain the knowledge and tools needed to meaningfully apply IDEA principles in both your professional role and everyday life.

Format: This online series features five modules that explore diversity, inclusion, intersectionality, equity, recognizing biases, accessibility, and more. Engage with interactive learning activities at a pace that suits your schedule and learning preferences.

Module 1: Foundational Understanding of Diversity and Inclusion

Module 2: Foundational Understanding of Intersectionality, Equity, and Colonization

Module 3: Understanding Accessibility

Module 4: Comprehending and Applying IDEA Practices

Module 5: IDEA in Local Government

*All course work must be completed by December 31, 2025, for a certificate of completion

Length: Although the length of time to complete the course varies by the learning style of the individual, the self-paced online learning is expected to take approximately five hours or less to complete.

Certificate: Completion of all course assignments is required to receive a certificate of completion.

Cost: \$350 for LGMA members; \$425 for non-members + GST

Registration: [Register online](#) by **November 21, 2025**. Within two weeks of registering, you'll receive access to The Moodle online learning platform. For assistance, please contact office@lgma.ca.

Cancellation Policy: As this is an on-demand course, no refunds will be provided.

Bakau Consulting developed this course with the generous support of the Advancing Equity Working Group volunteer members.

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COURSE OUTLINE

Learning Outcomes:

MODULE 1: Foundational Understanding of Diversity and Inclusion

This module will cover key definitions and review relevant legislation.

Learning outcomes:

- Develop a foundational understanding of diversity, inclusion, race, and gender
- Identify the key legislative requirements
- Understand racism, microaggressions, and recognize biases

Assignments:

- Watch videos and complete quizzes to deepen your understanding of concepts
Estimated time to complete the module and assignments is 90 minutes

MODULE 2: Foundational Understanding of Intersectionality, Equity, and Colonization

This module will delve into intersectionality, equity, and colonization with a focus on its application within local government contexts.

Learning outcomes:

- Understand intersectionality
- Recognize equality, equity, and justice
- Identify colonization and decolonization

Assignments:

- Watch a video and complete quizzes to deepen your understanding of concepts
Estimated time to complete the module and assignments is 90 minutes

MODULE 3: Understanding Accessibility

This module will cover definitions, theories, and explore universal design with a local government example.

Learning outcomes:

- Define disability and ableism
- Recognize accessibility theories and models
- Understand universal design principles for greater inclusion

Assignments:

- Read an article, watch videos, and complete quizzes to deepen your understanding of concepts
Estimated time to complete the module and assignments is 90 minutes

MODULE 4: Comprehending and Applying IDEA Practices

This module will explore key concepts such as unconscious bias, the relationship between intention and impact, effective bystander intervention, and the presence of embedded supremacy within workplace structures.

Learning Outcomes:

- Explore unconscious bias, intention, impact, and actions for effective intervention
- Recognize characteristics of white supremacy

Assignments:

- Complete activities and quizzes to deepen your understanding of concepts
Estimated time to complete the module and assignments is 90 minutes

MODULE 5: IDEA in Local Government

This module will explore power, IDEA in local governments, and an exercise to put what you have learned into action.

Learning Outcomes:

- Explore types of power
- Identify and reflect on when to apply IDEA in local government to create inclusive policies or programs
- Establish commitments (personal and organizational)

Assignments:

- Review reference list, watch a video, complete self-reflection, and commit to activities to sustain learning and advocate for change
Estimated time to complete the module and assignments is 90 minutes