

# Establishing an Institutional EDIA Program

Innovating by breaking barriers to internal collaboration

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**UM**

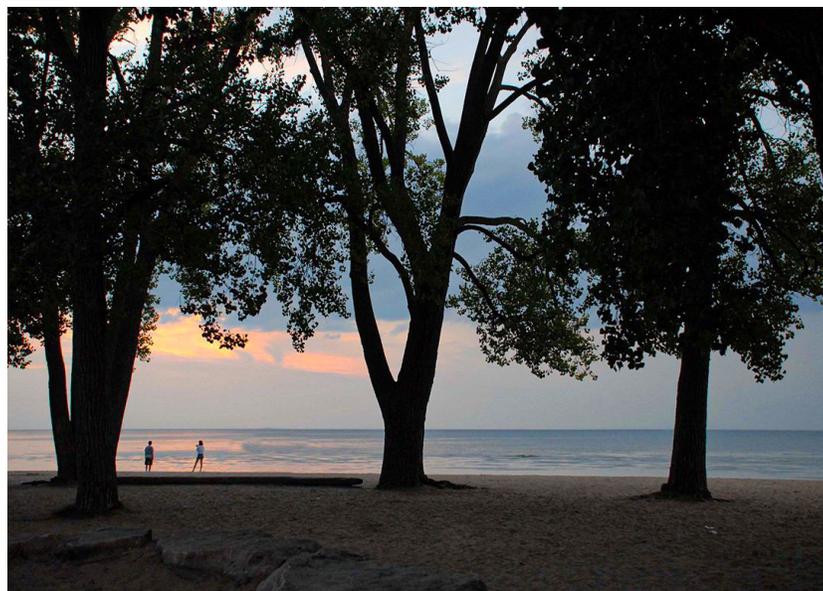
Extended Education



**CAUCE**

Canadian Association for  
University Continuing Education





# Land acknowledgment

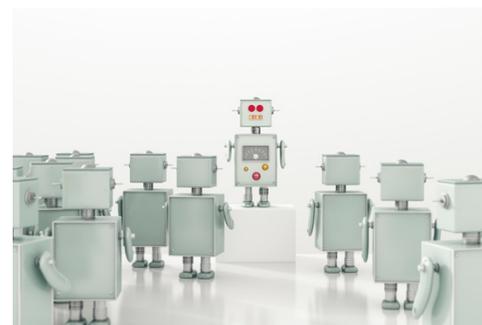
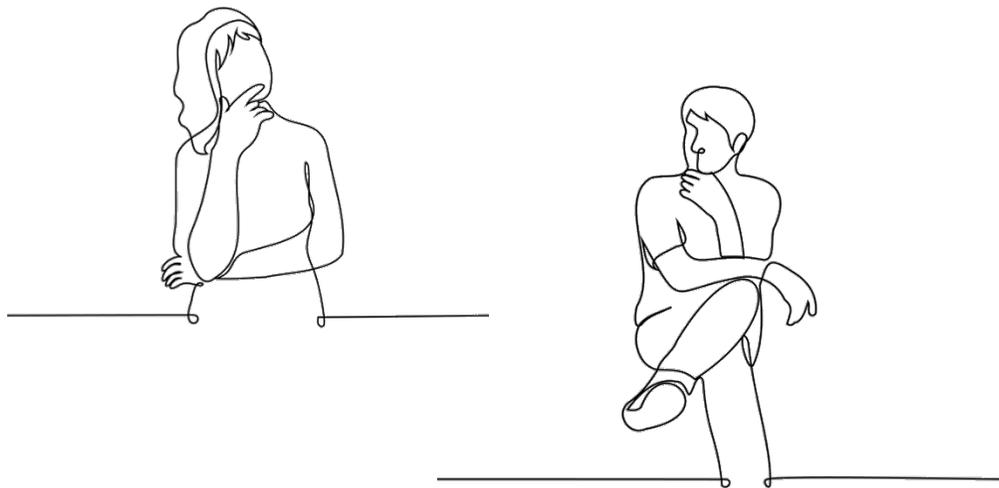
Image sources: Photo of the Forks by [Mahesh Gupta](#) on [Unsplash](#); Photo of the University of Manitoba campus ca.1942 by Gordon Goldsborough via Manitoba Historical Society; Photo of Ste. Catharines via City of Ste. Catharines website; Photo of Brock University via Brock University website

# Session overview

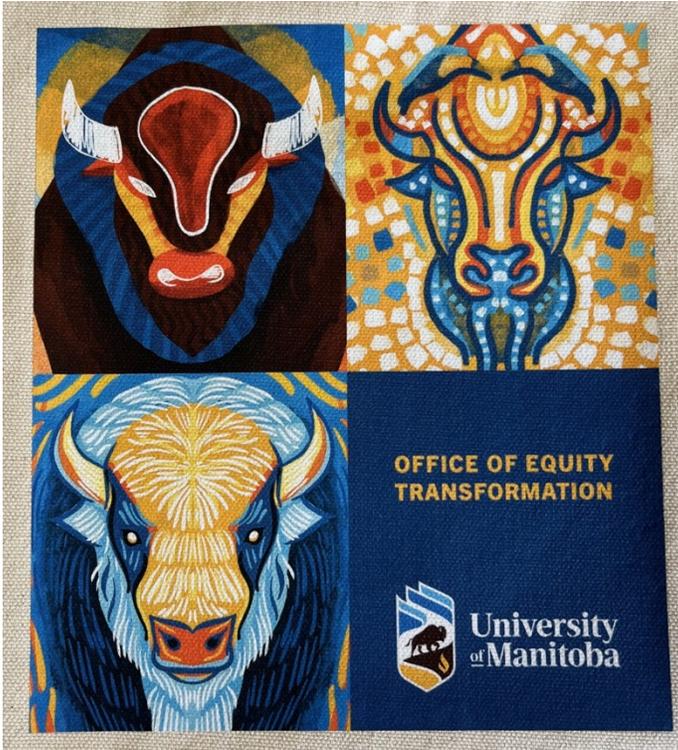
10 minutes	Collaborations and partnerships
25 minutes	Program development process
10 minutes	Program impact
10 minutes	Questions, discussion

# Collaborations

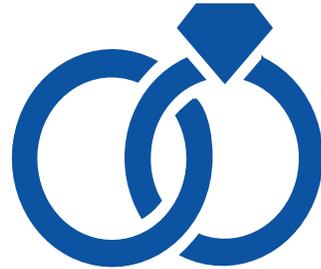
Think of 1 or 2 words that describe your experiences with internal collaboration.



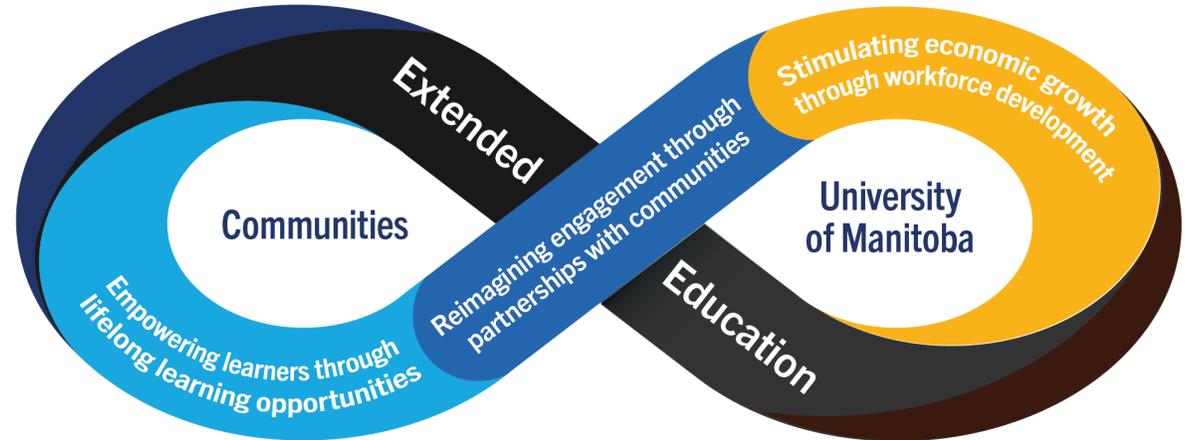
# A unique internal collaboration



How did it start?  
*(dating or match-making?)*

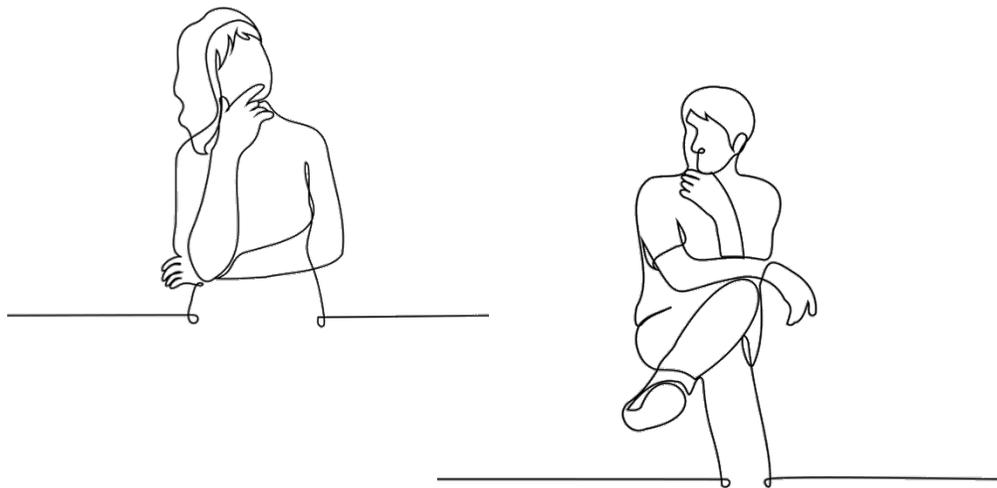


Why does it matter to  
Extended Education?  
*(proposing)*



How do we collaborate with the  
Office of Equity Transformation?  
*(being married)*

Think about an institutional project or a complex project you've been involved in...



2 min self-reflection

# Development process

# Pre-requisite stand-alone course

EDIA 0100:  
Foundations

digital  
badge

## Micro-certificate in EDIA

EDIA 0102:  
Expansions

EDIA 0104:  
Actions

EDIA 0106:  
Reflections

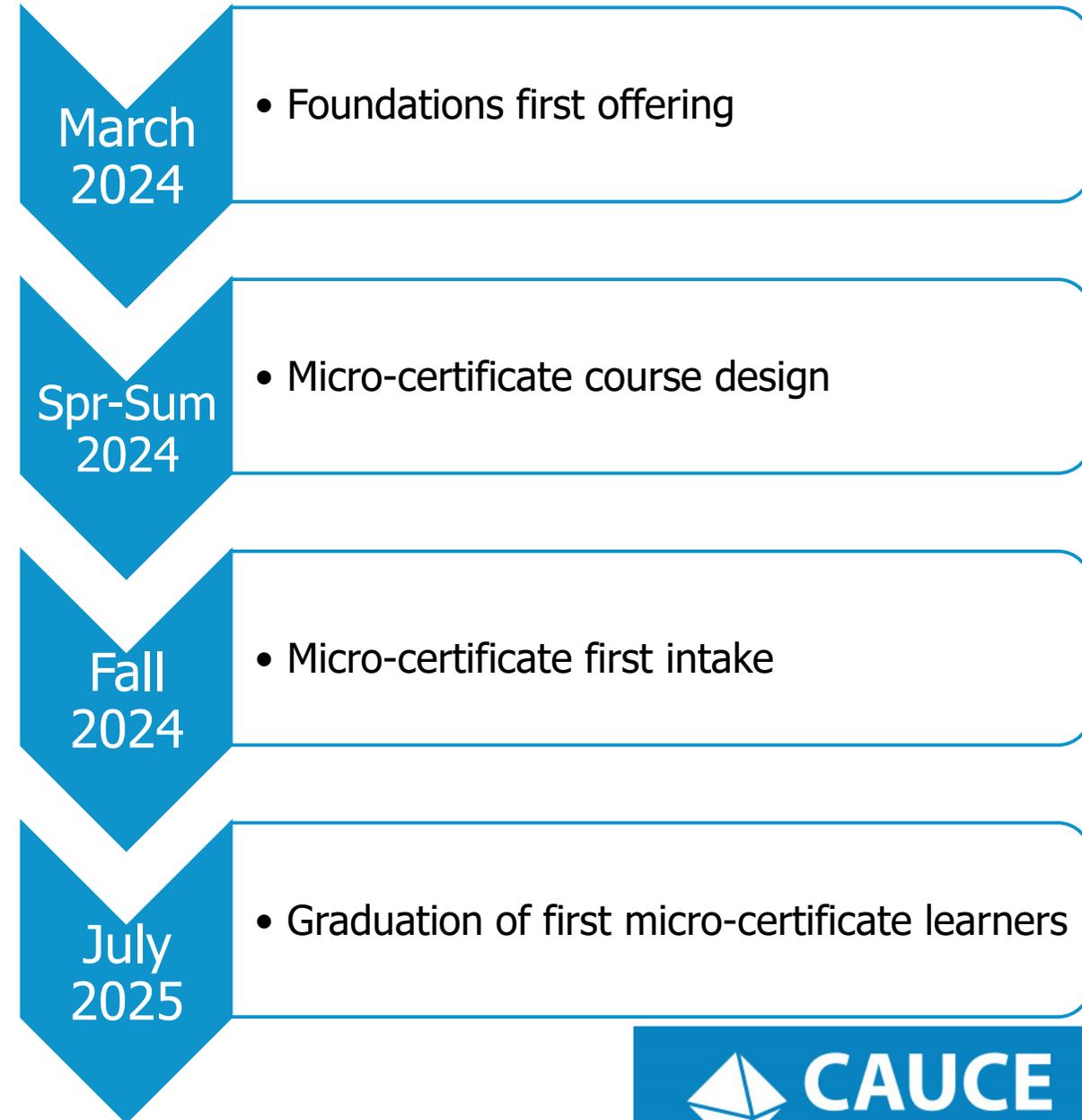
further  
learning...

# Curricular and administrative innovations

- competency-based ([UM Competency Framework](#))
- learner choice in curriculum
- staff, students, and faculty learn together
- low-barrier admissions requirements
- lottery system for equitable admissions
- offered at no cost to learners

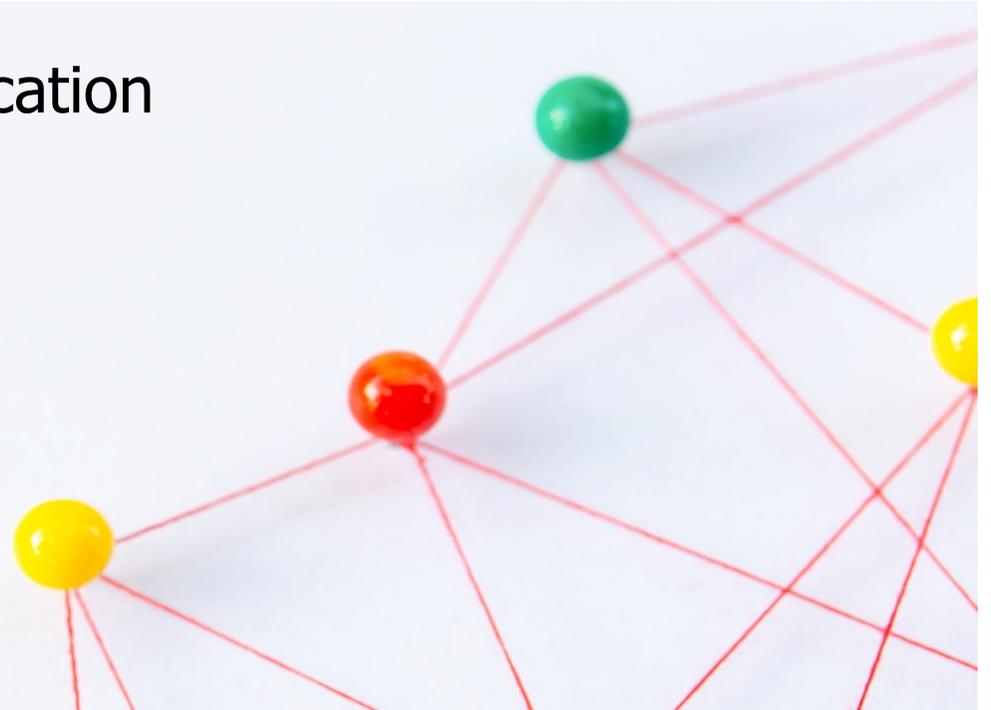


# Development and delivery timeline



# Internal audience implications

- importance of consultation and communication
- ability to take advantage of institutional programming
- use of existing institutional frameworks ([UM Competency Framework](#))
- emphasis on institutional transformation



# Bringing innovations to life



## Lessons learned themes:

- Project governance
- Project scope
- IT, systems, and internal processes
- Perception of competing priorities



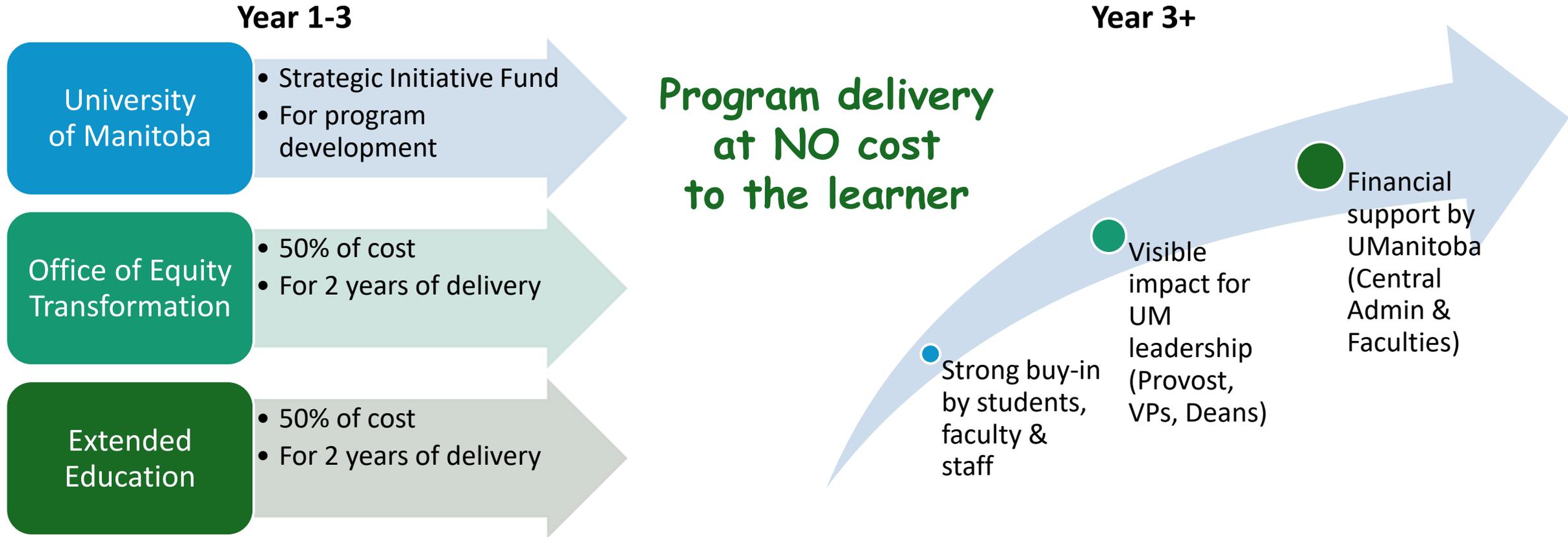
# Breaking barriers through collaboration

✓ Experimentation &  
creativity

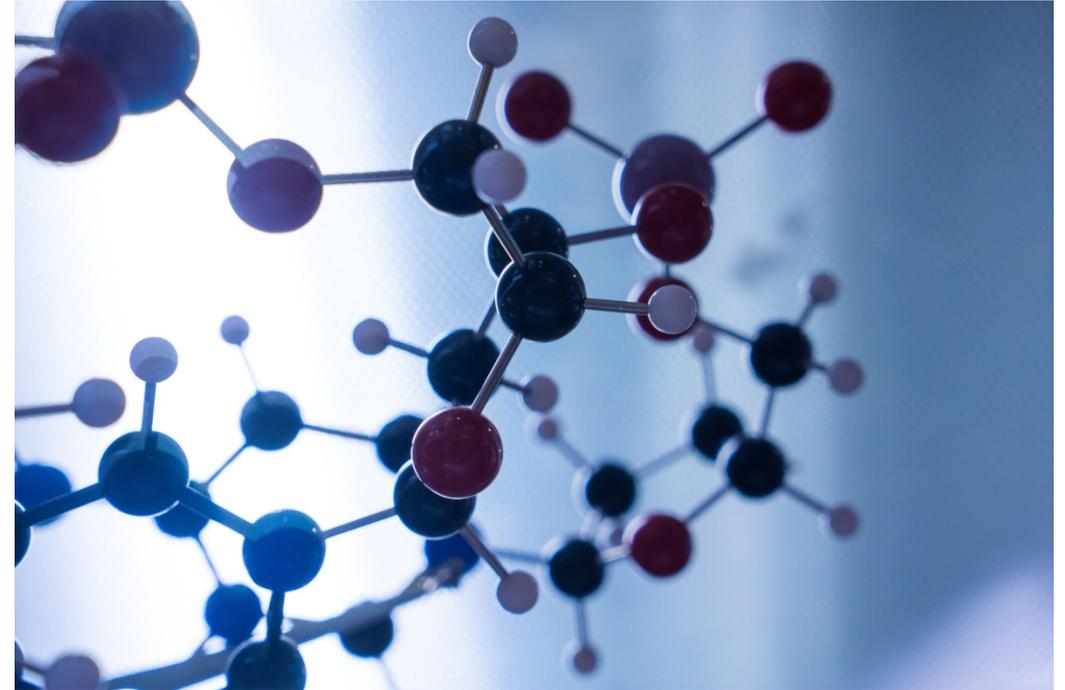
✓ Greater cross-functional  
understandings

✓ Inter-unit  
collaboration

# Financial Strategy



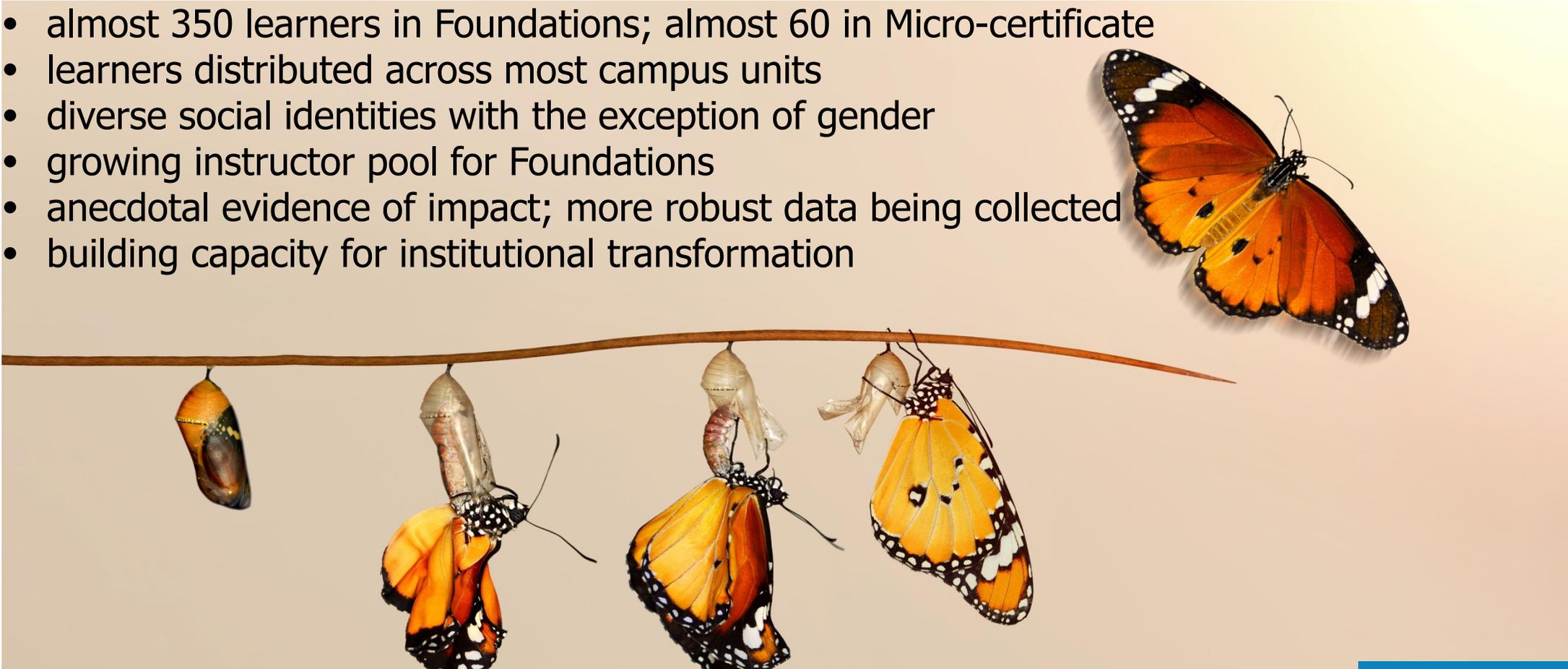
Breakout groups:  
How does what we've shared  
connect to your own experiences?



# Program impacts

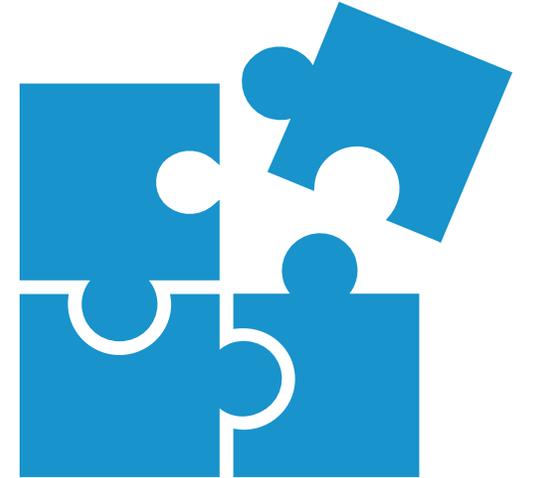
# Impacts on learners and UM

- almost 350 learners in Foundations; almost 60 in Micro-certificate
- learners distributed across most campus units
- diverse social identities with the exception of gender
- growing instructor pool for Foundations
- anecdotal evidence of impact; more robust data being collected
- building capacity for institutional transformation



# Impacts on Extended Education

The EDIA programming is a critical puzzle piece in our strategic plan!



- **Theme 1: Creating exceptional experiences for our learners**
  - ✓ Unique pedagogy focused on competencies
- **Theme 2: Reimagining engagement (...) within the University of Manitoba**
  - ✓ Unique partnership with the Office of Equity Transformation
- **Theme 3: Empowering employees**
  - ✓ Many EE faculty and staff are participating as learners
  - ✓ Program development and design increased EDIA understanding
  - ✓ Innovative nature of this programming increased openness to change and collaborate



What questions do you have?  
What thoughts do you want to  
share?



# Acknowledgments

- Division of Extended Education
- Office of Equity Transformation (Tina Chen, Jennifer Dengate, Amy Zhang)
- Interim Project Advisory Committee and present Advisory Committee
- EDIA program learners

