

I developed and maintained the Master RISE template for the 16 e-learnings, developed the **four highlighted in yellow**, and provided quality assurance for all others. Each activity had related handouts and instructions for facilitation. Different stakeholder groups were involved in every 3-4 activities.

	Learning Activity Title	Description	Duration
1	<b><u>Psychological Safety 101: Building Effective Teams for Proactive Cultural Change (mandatory topic)</u></b>	This introductory learning activity defines psychological safety and explores how psychological safety provides a critical foundation for a respectful, inclusive, safe, and engaged (RISE) NPS culture. You'll learn how teams with psychological safety are empowered to share ideas, ask questions, voice concerns, and make and learn from mistakes without fear of embarrassment, rejection or punishment. <b><u>This required session sets the stage for all subsequent sessions listed.</u></b>	60 mins
2	<b><u>Integrating Alternative Dispute Resolution (ADR) in the Equal Employment Opportunity (EEO) Process</u></b>	This session looks at how the Alternative Dispute Resolution (ADR) process functions as part of the Equal Employment Opportunity (EEO) process at your job. In this session, you will learn the process of how to address alleged discriminatory disagreements to resolve conflicts.	30 mins
3	<b><u>Navigating Harassment and Inclusion with the Equal Employment Opportunity (EEO) Process</u></b>	In this session, participants will explore how to address unlawful harassment that can be addressed through the Equal Employment Opportunity (EEO) process in your workplace. You'll learn important details about dealing with harassment issues, why it's crucial to create an inclusive work environment, and get realistic, useful tips for making sure your workplace is both mentally and emotionally safe for all employees.	30 mins
4	<b><u>Addressing Retaliation with the Equal Employment Opportunity (EEO) Process</u></b>	This session looks at how to address or stop retaliation using Equal Employment Opportunity (EEO) practices. It covers why retaliation is harmful to the mental and emotional well-being of your team and provides steps to identify and address this kind of behavior. By participating in this session, you will	30 mins

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		learn how to create a more transparent and fair environment in your workplace.	
5	<b><u>Creating a Safe Workplace: Tackling Harassment and Promoting Psychological Well-being</u></b>	Take a deep dive into creating anti-harassment strategies guided by NPS policy, Directors Order 16E. You'll get hands-on tools and techniques for responding effectively to when it happens, and for nurturing a culture where respect and safety are at the forefront.	30 mins
6	<b><u>Unwinding Unconscious Bias</u></b>	This session introduces you to key biases in the workplace. Discover how Affinity Bias affects team selection, the impact of Perception Bias on judging quiet colleagues, and how Confirmation Bias reinforces our existing views. Learn about Groupthink's effect on decision-making and the Halo and Horns Effect on evaluating others.	30 mins
7	<b><u>Recognizing Bias</u></b>	Discover how to recognize and manage your biases in this quick learning session. Biases are our unseen preferences that can affect our decisions and interactions. You'll learn simple ways to identify and question your biases, helping you make fairer decisions and connect better with colleagues.	30 mins
8	<b><u>Advanced Psychological Safety: Becoming an Effective Ally</u></b>	In this advanced session, you will learn about the importance of being an ally for diversity and inclusion at work. Learn about the various roles an ally can take, identify situations where allyship is key, and develop ways to be an effective ally every day. This session aims to raise awareness and encourage actions towards a more inclusive and supportive work environment.	30 mins
9	<b><u>Cultivating an Inclusive Mindset</u></b>	This session focuses on developing an inclusive mindset. Learn about allyship, recognize when it's needed, and find practical ways to support diversity in everyday work.	30 mins

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10	<b><u>Create Connections: Generating Wellness Through Meaningful Conversations</u></b>	As leaders and peers on a common mission to support the parks, we hold the unique privilege to set a tone of support and compassion for each other within our parks and beyond. This session provides a step-by-step guide to foster genuine connections and recognize co-workers as people beyond their roles.	20 mins
11	<b><u>Practice Active Listening to Support Inclusion and Engagement</u></b>	In this session, learn to take a step toward upgrading your listening skills and prepare to experience better relationships, fewer conflicts, more creativity, more influence, and even less stress.	30 mins
12	<b><u>Civility in the Workplace Promotes Employee Safety and Health</u></b>	Across the National Park Service, we value a work environment that is increasingly respectful, inclusive, safe, and engaging. Take a pause and consider how your actions contribute to this work environment. This session defines civility, provides opportunities for self-reflection and group work in identifying actions that lead toward a more civil work environment.	20 mins
13	<b><u>Supporting Psychological Safety through Effective Leadership</u></b>	After reflecting on two types of leaders and the roles they play, spend time with your team identifying actions and behaviors that designated and functional leaders can demonstrate to enhance psychological safety.	15 mins
14	<b><u>Create a Culture of Learning through Psychological Safety</u></b>	When we create an environment where employees feel safe to share their mistakes, we have a tremendous opportunity to learn from those situations and to apply that learning to help prevent something similar from happening again. Operational Leadership teaches us that speaking up is one of our most important responsibilities as employees. Learn tools that support a culture of learning in this session.	20 mins
15	<b><u>30-Day CLEAR Challenge</u></b>	Recent NPS work environment research identified these attributes that, when present, promote an engaged and happy	30 mins

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		workforce: <b>C</b> ommunication, <b>L</b> eadership, <b>E</b> mpowerment, <b>A</b> ccountability and <b>R</b> ecognition. We learn in Operational Leadership training that these cornerstones of engagement also contribute to personal and team wellness as well as psychological safety. Commit to this 30-day challenge based on the CLEAR Framework to highlight easy actions each of us can take to be proactive about creating the work environment WE ALL DESERVE.	
16	<b><u>Fostering Psychological Safety through Team Agreements</u></b>	Team agreements can increase trust by setting expectations around workflow, communication, and how to handle conflict for people working together. Team agreements are not just rules, they are guidelines for adopting behavioral norms so that all team members feel safe to contribute, driving effective collaboration and achievement of goals. Conduct this session to explore how these collaborative guidelines may help support transformation in your team and proposed next steps to establishing team agreements.	30 mins