

V-Learning in Second Life



An Immersive 3-D Open Environment

Second Life Allows Participants to Engage in Diversity Education on Their Own Time or in a Group From Different Locations

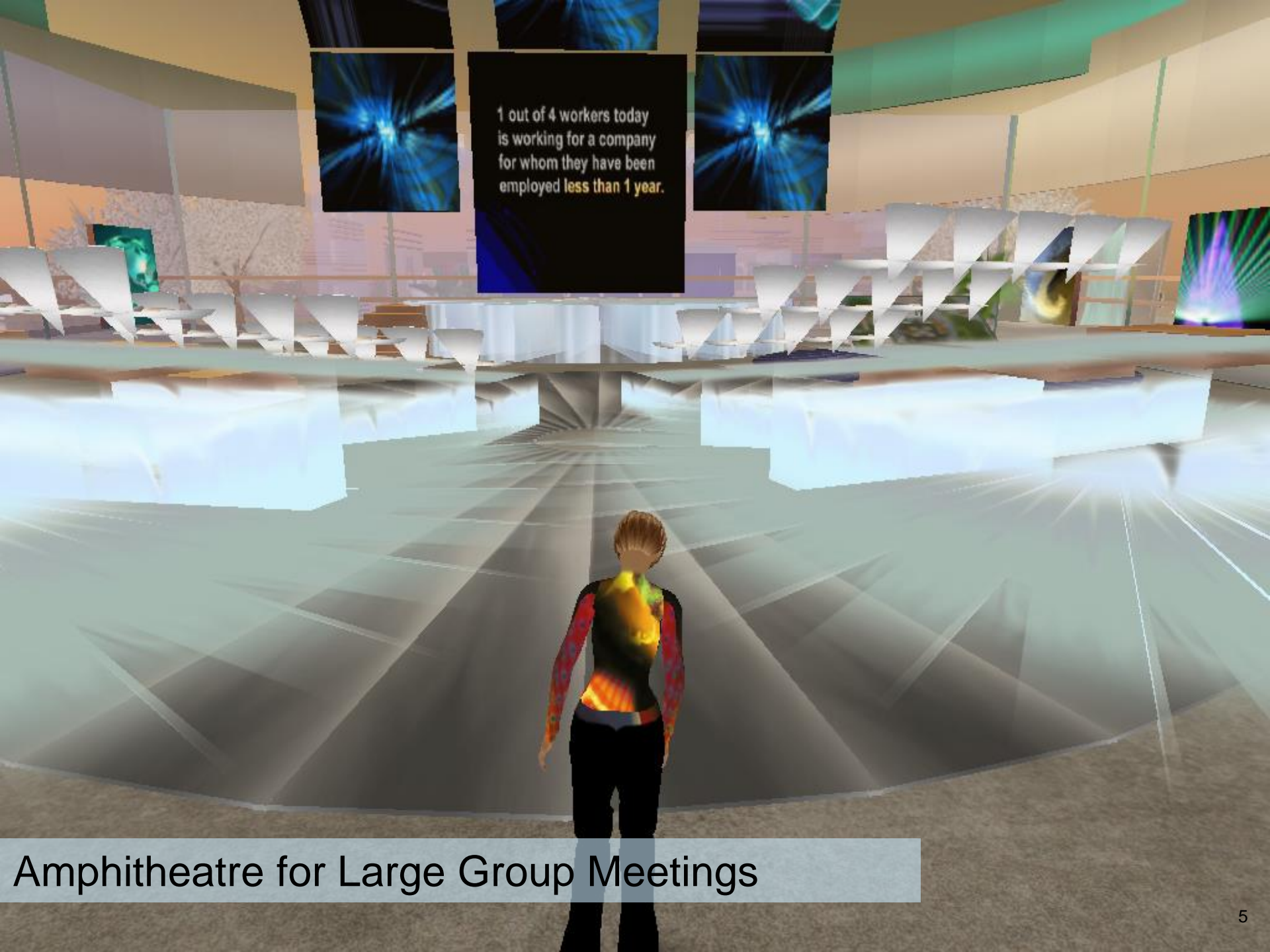
	Allows	Plus
In-world Creation	Content created by using the tools provided within the SL Grid	Many classes available to teach the building and scripting techniques
Avatars That Morph in to Different Personas as Part of Simulations	One individual to experience the world as a woman, man, younger, older person or a person from another ethnic group/culture	The ability to experience the feelings of what it means to be an outsider in a society/group
Built and Owned by Residents	Residents retain rights to their digital creations	A massive existing base of end users and user-created content that can be leveraged in your own virtual world offering
Social Networking Communities	Identifies and links to people with common interests <ul style="list-style-type: none"> • Join “groups” and meet regularly • Fosters collaboration within company 	Book clubs, concerts, learning communities, new media communities, developer communities, etc.
Experiential Learning	Residents to teleport to many locations and experience the world as seen through the eyes of different communities	Expanding knowledge of different aspects of diversity through visiting mosques, synagogues, Wheelie communities, Museum of Autism, Underground Railroad, etc.

FWI Island in Second Life Enables Diversity and Inclusion Simulations and Educational Experiences

Location	Description
FWI Orientation Island	Training new participants to practice the basics of navigation before entering a simulation
3-D Diversity and Inclusion Simulations	<p>Simulations that focus on different aspects of diversity:</p> <ul style="list-style-type: none">• Generational Diversity: Uncommon Threads• Race Matters: Breaking the Silence• GenderFlex: Male/Female Communication Differences• Nanobites That Sting: From Microinequities to a Culture of INclusion• Religion in the Workplace• In and Out of the Closet: Gays and Lesbians at Work• Career Diversity• Unconscious Bias
World Café	<ul style="list-style-type: none">• Small groups meet in an intimate setting and respond to difficult diversity issues• Room is set up as a café; one member remains at each table and the other three rotate until all opinions are gathered

FWI Island in Second Life Enables Diversity and Inclusion Simulations and Educational Experiences

Location	Description
FWI Amphitheatre	Large group meeting to view videos, hear and watch presentations, discuss options, etc.
Future Workplace and Marketplace Expo	<p>Participants can experience virtual work in the future by sitting on a “Paradise Blanket” and being transported to Paris Cafe, Japan Teahouse, Arabian Tent, New York Apartment, Campfire, Autumn Scene, WorkSpace, etc. where they can work alone or with a small group</p> <p>Diversity IQ Quiz and future marketplace videos</p>
FWI Mountain Retreat	Mountain top with waterfall where participants can engage in a series of Human Barometer exercises on contemporary diversity topics, sit with a group in a relaxing area or practice dances from different cultures, Latino, Japanese, American Indian, etc.



1 out of 4 workers today
is working for a company
for whom they have been
employed **less than 1 year.**

Amphitheatre for Large Group Meetings



Group Preparing to Enter Amphitheatre



World Café for Small Group Meetings



Classroom Exercise on Gender Communications



Fast Trackers

Job viewed as a place to get what they need for their career journey

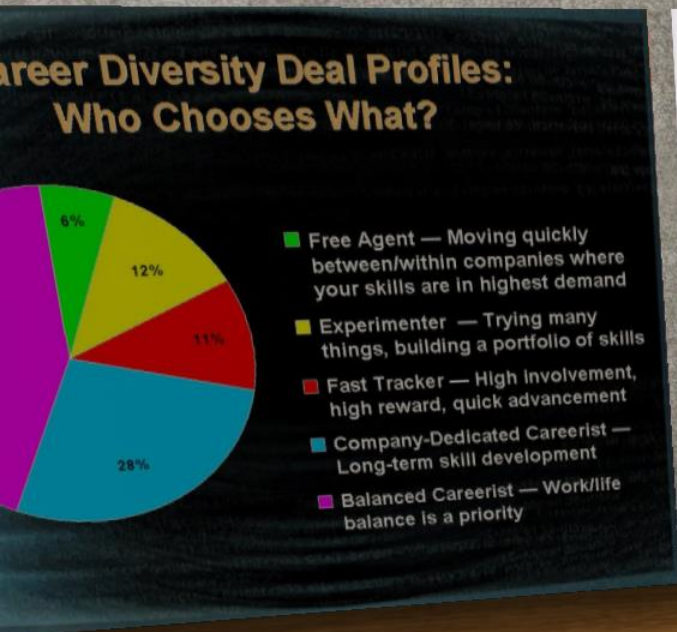
Dedication to the task, not the company



Balanced Careerists

Find personal payoff in a combination of work results and life's other rewards

Male Balanced Careerists often feel forced to become "closet fathers"



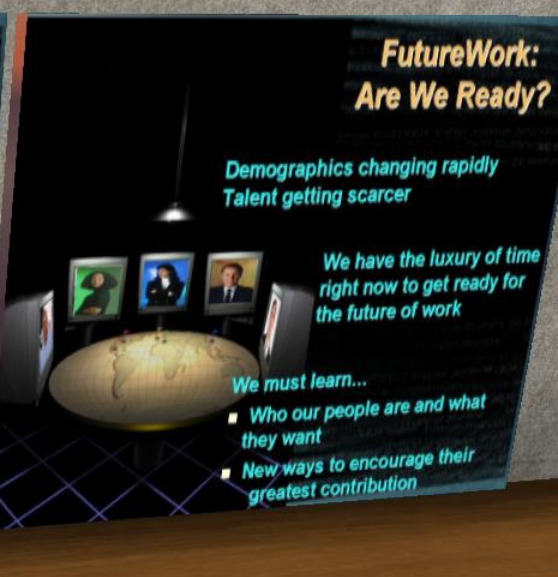
Fast Trackers

Take on challenges that others avoid

Recognition is their primary reward

Promotions never come fast enough for them

Compressed sense of time; immediate vision of what needs to be done



Generational Charts on Classroom Walls

In 2010, women will make up what percentage of the European labour market?



44%

HALL OF FAME	
Futura Cosmos	92
Wedux Bengaku	92
Adonis Bussy	71
Tray Benigoi	36
Adasyd Vino	28

Quiz Pavilion for Large Group Exercises



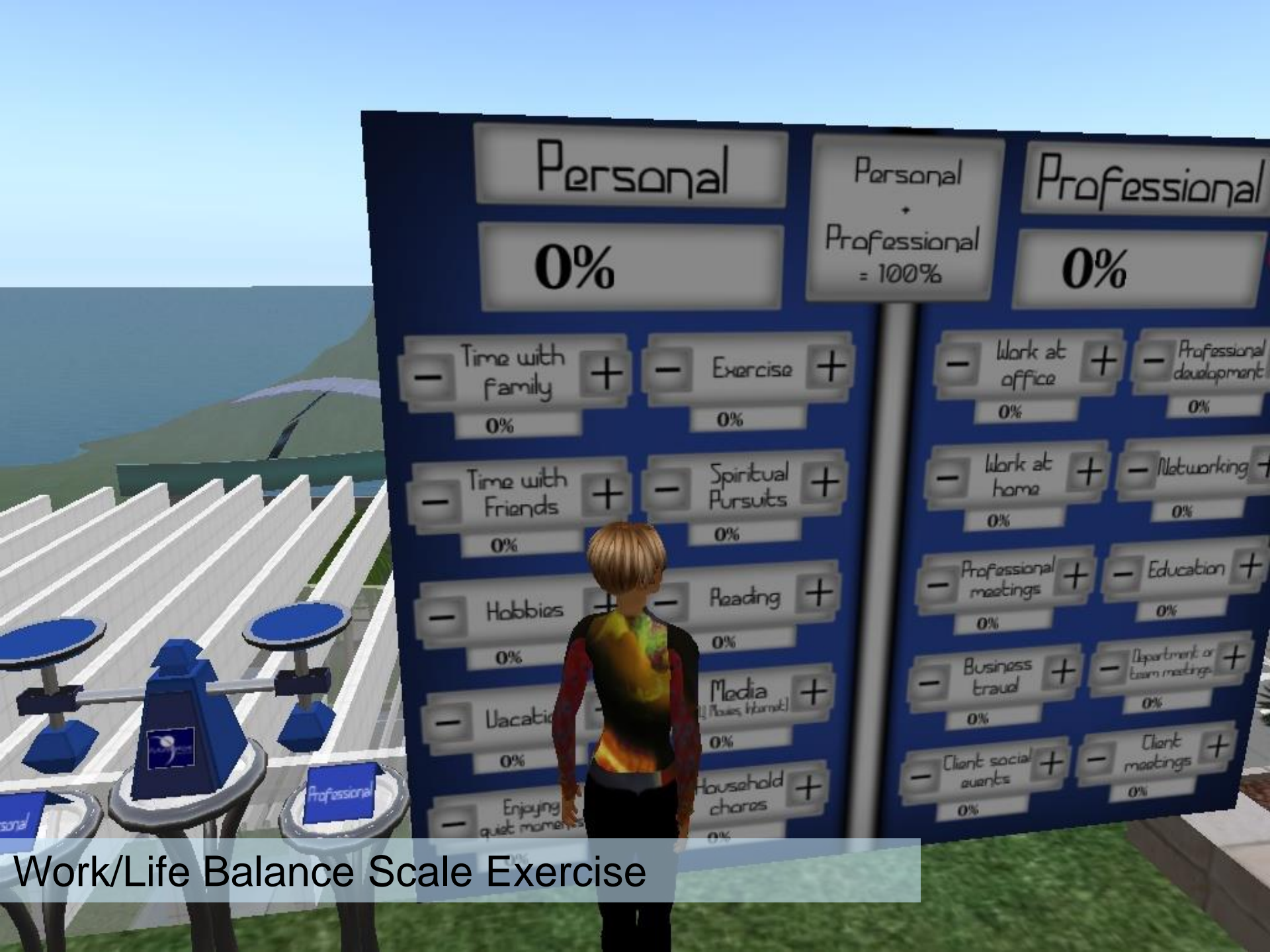
Library and Media Lab



Sitting at Pool in Greece—Paradise Blanket



Sitting in Paris Café—Paradise Blanket



Personal

0%

Personal
+
Professional
= 100%

Professional

0%

- Time with family +
0%

- Exercise +
0%

- Work at office +
0%

- Professional development +
0%

- Time with Friends +
0%

- Spiritual Pursuits +
0%

- Work at home +
0%

- Networking +
0%

- Hobbies +
0%

- Reading +
0%

- Professional meetings +
0%

- Education +
0%

- Vacation +
0%

- Media (Movies, Internet) +
0%

- Business travel +
0%

- Department or team meetings +
0%

- Enjoying quiet moments +
0%

- Household chores +
0%

- Client social events +
0%

- Client meetings +
0%

Work/Life Balance Scale Exercise