Arist Onboarding Course 1.0

Custom Course Activation Message

👋Welcome to DESIGNxHUMANITY Volunteer Onboarding

⏰You'll get your first text at the time that you selected. If you have any trouble with your course, just shoot a note to support@arist.co.

📌If, at any point, you don't have time to engage with the day's lesson, reply STOP to pause the course and START to restart. Otherwise, when the next day's text arrives, you'll miss out on all the great content from the previous day!😭

Your carrier's message and data rates may apply.

Course Description:

Welcome to the volunteer onboarding course for DESIGNxHUMANITY (DxH). During the next six days, we'll give you everything you need to thrive in our professional community.

🙋 🙋 🙋 🙋 Who we are:

We're DxH volunteers — just like you! We have different levels of experience and come from different professional backgrounds, but we're all committed to building learning experiences that champion equity, social justice, and anti-racism.

👉👉👉By the end of this course, you'll be able to:

✔ Describe our organization's mission and vision

✔Articulate our organization's history

✔ Identify the key qualities of DxH organizational culture and decide if it's a good fit for you

✔ Complete the DxH Volunteer Agreement and Teams Survey

✔ Effectively use the DxH Slack workspace to communicate with team members

📲Recommendations for using this course:

This course is customized for you. 💬Answering all the questions in each day's lesson will help us provide you with the best resources. 🕐We suggest setting aside some time each day to review the linked content and consider bookmarking the links for future reference. 📌This will make it easier for you to work productively in our remote environment.🐻🐻

☑When you sign up, you can choose to have the course delivered via SMS, Messenger, or WhatsApp. 🌍If you do not have a U.S. phone number, be sure to note the alternative options when signing up for this course.

✊✊✊✊Thank you for devoting your time and skills to help combat systemic racism. Together, we can reshape our society.

Subject: Day 1- Welcome to DESIGNxHUMANITY

⚠️Welcome aboard! DESIGNxHUMANITY (DxH) is a grassroots effort powered by volunteers like you. Thank you for helping us create educational tools and build a learning community that promotes anti-racism, social justice, and equity.

We know you're eager to start contributing. DxH is a work in progress, so thanks for being patient as we continue to build work teams. If you're not on a team yet, you will be soon.

⏳In the meantime, use this course as a tool to get familiar with DxH, and prepare to do some amazing work.

Over the next six days, we'll show you everything you need to know about our organization, our vision, and our process. By the time you finish, you'll be ready to hit the ground running.🏃

If you're already on a work team or a bench project, this course will be a great refresher.

📝Let's kick it off with a note from our admin team: [Note Coming Soon]

Now that we've heard from the admins, let's hear from you.

Open-Ended Question
👤What motivated you to join DxH? Share your thoughts in a sentence or two.

> **Response**
> We're so happy you've joined us! Thanks for telling us a bit about what brought you here. Later, you can use your response to introduce yourself to our amazing community.
>
> ✊🏼✊🏽✊🏾Our DxH community has a mission and a vision [Downloadable PDF]:
> https://bit.ly/2O65qJj

Open-Ended Question
How does your personal mission align with DxH? Reply with one or two phrases from our mission and vision that resonate the most with you.

> **Response**
> Thanks for giving that question some thought. We hope our community is a place where you can live out your mission and grow as both a professional and a person.
>
> 😕BTW: If you're wondering about the name, it's pronounced DESIGN (By) HUMANITY. For a short period, we called ourselves Design For Humanity (DFH). Don't be confused if

you see references to DFH in our early materials. As we said before, it's a work in progress.😵

📌Finally, here's a tip for using this course: If, at any point, you don't have time to engage with the day's lesson, reply STOP to pause the course and START to restart. Otherwise, when the next day's text arrives, you'll miss out on all the great content from the previous day!😭

That's all for today. See you tomorrow!

Subject: Day 2- Perfectly Imperfect

📢In late May 2020, Tommy Sealock — future founding CEO of DxH — posted a call to action on social media seeking instructional designers who wanted to use their skills to combat systemic racism. He had no idea that the post would go viral.

🙋 🙋 🙋 🙋 🙋 🙋 🙋 🙋 Within days, almost a hundred volunteers responded.

Within a few short weeks, the DxH team filed paperwork to form a non-profit organization committed to education that empowers.

😌👩 DxH is a start-up, and we grow daily as people just like you discover us! We are building an organization from the ground up, and we create processes for getting work done every day.

📌This means that the more you put into DxH, the more you'll get out of it. All contributions are appreciated, and everyone can make an impact. Fresh faces have the opportunity to learn from experienced creatives as we collaborate on exciting new projects.

(948/1200 characters)

Multiple Choice Question (300 character max)	💬Is DxH a good fit for you? Which of the following 5 characteristics do you think describes you best?
Option A	🚀Ability to work in a rapidly-evolving environment
Response A (800 character max)	Great! Your flexibility will be an asset as we are constantly developing and refining how we do what we do. If you see room for enhancements, feel free to make a suggestion.👏 If you're willing to be perfectly imperfect, then DxH is the community for you!

	🙋🏾 Reflect on these questions. Be honest with yourself. Can you:
	
	    🔖commit 5-10 hours a week when volunteering for a project? (This varies by project and role - don't panic).
	
	    🔖have candid conversations on topics like racism, politics, and identity?
	
	    🔖contribute to a project even if you're not a subject matter expert on the topic?
	
	Tomorrow we will send you info about how we work and how you can get started as a volunteer.
	
	(619/800)

Option B	🏃🏾 Agility

Response B
(800 character max)
	Great! Your flexibility will be an asset as we are constantly developing and refining how we do what we do. If you see room for enhancements, feel free to make a suggestion.👏🏼
	
	If you're willing to be perfectly imperfect, then DxH is the community for you.
	
	🙋🏾 Reflect on these questions. Be honest with yourself. Can you:
	
	    🔖commit 5-10 hours a week when volunteering for a project? (This varies by project and role - don't panic).
	
	    🔖have candid conversations on topics like racism, politics, and identity?
	
	    🔖contribute to a project even if you're not a subject matter expert on the topic?
	
	Tomorrow we will send you info about how we work and how you can get started as a volunteer.

Option C	💪Bravery

Response C
(800 character max)
	Great! DxH is a brave space. You might put yourself out there to learn something new, take on a new team role, or engage in conversations about topics that don't usually occur in other spaces in your life. We are here for that!👊🏽
	
	🙋🏾 Reflect on these questions. Be honest with yourself. Can you:
	    ❓commit 5-10 hours a week when volunteering for a project? (This varies by project and role - don't panic).
	    ❓have candid conversations on topics like racism, politics, and identity?
	    ❓contribute to a project even if you're not a subject matter expert on the topic?
	
	If you're willing to be perfectly imperfect, then DxH is the community for you.
	
	Tomorrow we will send you info about how we work and how you can get started as a volunteer.
	
	(745/800)

Option D	☐Growth mindset
Response D (800 character max)	Great! Putting yourself out there, taking feedback gracefully, and having faith in your ability to grow are crucial to your success at DxH. We are here for that!👊🏾 If you're willing to be perfectly imperfect, then DxH is the community for you. 🙋🏾 Reflect on these questions. Be honest with yourself. Can you: ❓commit 5-10 hours a week when volunteering for a project? (This varies by project and role - don't panic).

	👋 have candid conversations on topics like racism, politics, and identity? 👋 contribute to a project even if you're not a subject matter expert on the topic? Tomorrow we will send you info about how we work and how you can get started as a volunteer.
Option E	🧑🏿‍🏫 Willingness to teach
Response E (800 character max)	Great! We believe that we are all teachers and learners at DxH. Experienced volunteers will guide new volunteers on projects. Fresh faces might find themselves sharing ideas, perspectives, and new tips and tricks for getting work done. We are here for that! ✊🏾 If you're willing to be perfectly imperfect, then DxH is the community for you. 🙋🏽‍♀️ Reflect on these questions. Be honest with yourself. Can you: 👋 commit 5-10 hours a week when volunteering for a project? (This varies by project and role - don't panic). 👋 have candid conversations on topics like racism, politics, and identity? 👋 contribute to a project even if you're not a subject matter expert on the topic? Tomorrow we will send you info about how we work and how you can get started as a volunteer.

Multiple Choice Question (300 character max)	Now that you know more about us, do you think DxH is a good fit for you?
Option A	Absolutely!
Response A (800 character max)	🎉Glad to hear it! 🎧Listen to this podcast from DxH co-founder Nyla Spooner- Episode 6, State of Emergency: https://anchor.fm/nylalxd It captures the moment when DxH was created, and it's a powerful reminder of the urgency of this work. 📌PS: If, if any point, you don't have time to engage with the day's lesson, reply STOP to pause the course and START to restart. Otherwise, you'll miss out on that day's content. That's it for today!
Option B	I'm not sure but I want to learn more.
Response B (800 character max)	👍No problem! We like curiosity. You're welcome to join our community and look around before committing to a project. ❓Have questions? Contact us at https://www.designxhumanity.com/ We hope you consider 🎧listening to this podcast from DxH co-founder Nyla Spooner- Episode 6, State of Emergency: https://anchor.fm/nylalxd

	It captures the moment when DxH was created, and it's a powerful reminder of the urgency of this work. 📌PS: If, at any point, you don't have time to engage with the day's lesson, reply STOP to pause the course and START to restart. Otherwise, you'll miss out on that day's content. That's it for today!
Option C (300 character max)	DxH is not a good fit at this time.
Response C (800 character max)	Thanks for being honest. We'll be sorry to see you go, but we understand. If you change your mind, you're welcome to join us again. #nojudgement ❔Have questions? Contact us at https://www.designxhumanity.com/ If you'd like to end this course now, just reply STOP to pause messages and START to resume the course at any time. Regardless of your plans, we hope you consider 🎧listening to this podcast from DxH co-founder Nyla Spooner- Episode 6, State of Emergency: https://anchor.fm/nylalxd It captures the moment when DxH was created, and it's a powerful reminder of the urgency of this work. Even if DxH is not a good fit for you right now, it might inspire you to get involved in other ways. That's it for now from us. **(727/800)**

Subject: Day 3- Volunteering for DxH

We hope you had a chance to listen to Nyla Spooner's podcast yesterday. In case you missed it: Episode 6, State of Emergency: https://anchor.fm/nylalxd

💥Now that you know what DESIGNxHUMANITY is, it's time to mobilize.

📜First, read the Volunteer Agreement: https://bit.ly/3fFkl9o. It tells you everything you need to know to be successful at DxH.

If you're ready to start your journey with us, make sure to sign the Volunteer Agreement.

😕Next, think about what kinds of projects you'd like to work on. Topics we're already tackling include:

➡ Unconscious bias

➡ Microaggressions

➡ Trauma-informed teaching

🏔Most projects use the Scrum framework, which is one method of Agile development. Scrum is all about creating and improving a product using a series of quick iterations called sprints.

To get on a team, fill out the Teams Survey: https://bit.ly/3jekBOY. If you're waiting to get on a team and want to contribute right away, join a bench project (like the one that created this course!).

(1129/1200)

Multiple Choice Question
How familiar are you with Agile?

Option A
Not familiar at all

Response
👍No worries! You'll work alongside experienced Agile practitioners who will help you learn the ropes.

Here's a quick primer on how Scrum teams work in DxH: https://bit.ly/3fcoEbu

Option B

I've been on an Agile team

Response

👏Great! You'll get even more Agile experience at DxH, which you can leverage when applying for jobs.

Here's a quick primer on how Scrum teams work in DxH: https://bit.ly/3fcoEbu

Option C

I can be an Agile coach

Response

🔥Awesome! Your experience will be a tremendous asset.

Here's a quick primer on how Scrum teams work in DxH: https://bit.ly/3fcoEbu

Option D

I have Agile certifications

Response

💯Excellent! Please be prepared to help other team members who have limited experience with Agile.

If you need a refresher, here's a quick primer on how Scrum teams work in DxH: https://bit.ly/3fcoEbu

Multiple Choice Question (300 character max)	Last question for today. Scrum is a….

Option A	🍰Pastry
Response A (800 character max)	Not quite. All you need to know for now is that Scrum is a project management framework. Like we said, we work in agile teams, and we support each other in adapting the Scrum process to each team's needs. More experienced team members will help you learn more. See you tomorrow!
Option B	🛁Cleaning product
Response B (800 character max)	Not quite. All you need to know for now is that Scrum is a project management framework. Like we said, we work in agile teams, and we support each other in adapting the Scrum process to each team's needs. More experienced team members will help you learn more. See you tomorrow!
Option C	🗓️Project management framework
Reponse C (800 character max)	Yes! That's all you need to know for now. Like we said, we work in agile teams, and we support each other in adapting the Scrum process to each team's needs. If you're new to Scrum, experienced team members will help guide you. See you tomorrow!

Subject: Day 4: Grow With Us!

Today, you'll learn what DxH can do for you, professionally and personally.

Here are some of the ways you can benefit as a DxH volunteer:

🏆Create educational products you can showcase on your professional portfolio
⬜Gain experience in the education, design and tech fields by working on real-world projects
⬜Learn from experienced creatives
⬜Give back to the profession by guiding others
🤝Build your professional network in an inclusive, diverse and positive environment
✊✊🏿✊🏼✊🏽Drive social change through education

DxH gives you the chance to work directly with industry pros in a safe, supportive, fail-forward environment. We use failure as feedback to grow and improve.

Don't take our word for it. Here's a testimonial from Chris, one of the volunteers who helped create this course:

👤"I'm new to instructional design and DESIGNxHUMANITY has been a rare opportunity to get real-world experience right away in a low-pressure environment. My team was super supportive and let me take on exactly as much work as I was prepared for."

As we said before: It's all about what you put into it. So, be ready to dive right in!

(1146/1200)

Multiple Choice Question
Your turn: What volunteer benefit would be most valuable to you?

Option A
Gaining real-world experience in your field

> **Response**
> DxH will give you the chance to work on a range of projects, which could make you more valuable to potential employers.
>
> Another benefit: DxH also gives you the opportunity to learn new e-learning authoring tools like EdApp and Arist. (None of us had used Arist until we created this course!😅)

⚖️👀 With the power to create comes the responsibility to give credit where credit is due. 💡 It's important to respect intellectual property, but don't worry; being an ethical content creator isn't as hard as you might think. Take a look at this handy IP resource: https://bit.ly/30f5MD6

Option B
Creating projects for your portfolio

Response
You're in the right place, then! DxH gives you express permission to use any project you've worked on and include it in your portfolio.

Another benefit: DxH also gives you the opportunity to learn new e-learning authoring tools like EdApp and Arist. (None of us had used Arist until we created this course! 😅)

⚖️👀 With the power to create, comes the responsibility to give credit where credit is due. 💡 It's important to respect intellectual property, but don't worry; being an ethical content creator isn't as hard as you might think. Take a look at this handy IP resource: https://bit.ly/30f5MD6

Option C
Learning by doing

Response
DxH gives you the opportunity to work and learn with experienced creatives.

Another benefit: DxH also gives you the opportunity to learn new e-learning authoring tools like EdApp and Arist. (None of us had used Arist until we created this course! 😅)

⚖️👀 With the power to create, comes the responsibility to give credit where credit is due. 💡 It's important to respect intellectual property, but don't worry; being an ethical content creator isn't as hard as you might think. Take a look at this handy IP resource: https://bit.ly/30f5MD6

Option D
Guiding new talent

Response

You'll have the chance to nurture new talent as you work together on meaningful projects.

Another benefit: DxH also gives you the opportunity to learn new e-learning authoring tools like EdApp and Arist. (None of us had used Arist until we created this course! 😄)

⚖️ 👀 With the power to create, comes the responsibility to give credit where credit is due. 💡 It's important to respect intellectual property, but don't worry; being an ethical content creator isn't as hard as you might think. Take a look at this handy IP resource: https://bit.ly/30f5MD6

Option E
Building your professional network

Response

Our professional community is growing quickly, so you're likely to find many volunteers who share your passions and interests.

Another benefit: DxH also gives you the opportunity to learn new e-learning authoring tools like EdApp and Arist. (None of us had used Arist until we created this course! 😅)

⚖️ 👀 With the power to create, comes the responsibility to give credit where credit is due. 💡 It's important to respect intellectual property, but don't worry; being an ethical content creator isn't as hard as you might think. Take a look at this handy IP resource: https://bit.ly/30f5MD6

Multiple Choice Question (300 character max)	Which of the following is a TRUE statement about how DxH volunteers should ethically use intellectual property?
Option A	🧑🏿 💼 Use third-party sources instead of internally created ones.

Response A (800 character max)	Not quite. If given the choice, you should always use an internally-developed source over one created by a third party. 👁🗨Give that IP resource one more read to ensure you're familiar with how DxH approaches responsible intellectual property use: https://bit.ly/30f5MD6 That's it for now!
Option B **CORRECT ANSWER**	🖼Prioritize using sources developed by DxH.
Response to B (800 characters max)	👍Correct! Great job. 👁🗨If you need a refresher, you can always look at the IP resource: https://bit.ly/30f5MD6 That's it for now!
Option C	📃Use unlicensed third-party content instead of licensed third-party content.
Response C (800 character max)	Not quite. Use unlicensed third-party content only if there's no licensed content available. 👁🗨Give that IP resource one more read to ensure you're familiar with how DxH approaches responsible intellectual property use: https://bit.ly/30f5MD6 That's it for now!

Subject: Day 5- Introduction to DxH Slack

Now that you're up to speed on our organization, you're ready to visit our workspace.

🌍🌎🌏Since our volunteers all work remotely across different time zones, most of our collaboration happens in Slack.

🏢Slack serves as our central headquarters.

🗨💭This is where our members think out loud and share the big ideas that will ultimately shape the organization's direction.

💪🐯The best way to learn what's going on in DxH is to participate in the discussions in real time. Don't be afraid to ask questions and make suggestions. **Be brave!**

Multiple Choice Question
Have you ever used Slack before?

Option A
Yes

> **Response**
> 😎 **Nice!**
> 📧You'll receive an email inviting you to join the DESIGNxHUMANITY Slack workspace. Here's how to join a Slack workspace:
> https://bit.ly/3eMs30t
>
> 📌Everything you need to know about our Slack workspace can be found in the DxH Slack Community Guide: https://bit.ly/2CV8A0y
>
> 📋Please take note of the First Steps in the DxH Slack Community Guide to ensure that you are properly introduced to our community.

Option B
No

> **Response**
> 🙂Not to worry! Many of our members are new to Slack. You'll fit right in.
>
> Head over to Slack's website to learn how to get started:
> https://bit.ly/2ZIUrfE
> It only takes a couple minutes!

📧You'll receive an email inviting you to join the DESIGNxHUMANITY Slack workspace. Here's how to join: https://bit.ly/3eMs30t

📌Everything you need to know about our Slack workspace can be found in the DxH Slack Community Guide: https://bit.ly/2CV8A0y

📋Please take note of the First Steps in the DxH Slack Community Guide to ensure that you are properly introduced to our community.

Option C
Refresh my memory

Response
🙂No problem!

Head over to Slack's website to learn how to get started using Slack: https://bit.ly/2ZIUrfE
It only takes a couple minutes!

📧You'll receive an email inviting you to join the DESIGNxHUMANITY Slack workspace. Here's how to join: https://bit.ly/3eMs30t

📌Everything you need to know about our Slack workspace can be found in the DxH Slack Community Guide: https://bit.ly/2CV8A0y

📋Please take note of the First Steps in the DxH Slack Community Guide to ensure that you are properly introduced to our community.

Open-Ended Question
Our Community Guidelines and list of Channels at a Glance in the DxH Slack Community Guide are critical for learning how to effectively and efficiently work together. Which 1-2 channels are you most excited to participate in based on their descriptions?

Response
💬We hope the DxH Slack Community Guide helps you get comfortable chatting with our amazing volunteers. Once you're in our Slack workspace, explore the channels, read previous posts to see what we've been up to, and share your thoughts and ideas. Don't be shy- we're so glad you're here!□

👷 Our admin team is working hard to get everyone placed onto a team. We will check in with you tomorrow to see if you've completed the Volunteer Agreement and Teams Survey.

We're done for today!

Subject: Day 6- The Real Work Starts Now

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."- Barack Obama

This is your last day of onboarding with us. Thanks for sticking with it!

🤎By now you know we are a collective that pairs experienced creatives with fresh faces to collaborate on real-world projects advocating for equity, diversity, inclusion, and anti-racism.

You've also learned about:

✔Our mission, vision, and culture

✔How we work in Agile teams

✔How you can benefit from being involved

✔How to navigate our Slack channel

📲Now it's time to roll up your sleeves and get to work with DxH!

📜Have you completed our forms so you can get started?

Volunteer Agreement: https://bit.ly/3fFkl9o
Teams Survey: https://bit.ly/3jekBOY

Let us know.

Multiple Choice Question
I've completed both forms.

      Option A
      Yes

Response

😁 Great! We'll see you in Slack! Jump right into the community, and let's start making a difference together.

Option B

No

Reponse

😕 Is there anything we can do to help you get them done? Have questions? Contact us at https://www.designxhumanity.com/

Open-Ended Question

Ok, last text. Will you give us some feedback on our course? What's one thing you would change about it?

Response:

Thank you! Now let's do this!🐻🐻🐻🐻