NEO-RLS Program Content Learning Level Explanations

Foundational level

- Focus on learning
- Covers basic concepts, theories, and terminology
- Serves as a pre-requisite to Intermediate and Advanced levels

(1XX) General overviews

Examples: F – Unconscious Bias

Intermediate level

- Assumes understanding of basic concepts, theories and terminology
- Focus on applying and enhancing knowledge or skill
- Builds upon prerequisite knowledge, expanding upon fundamental concepts, theories and principles
- You have applied this knowledge or skill to situations with minimal guidance
- You understand and can discuss the application and implications of changes to processes, policies and procedures in this area or topic
- Covers more focused or specialized topics

(2XX) Topic overviews

Examples: I – Single Story Bias
            I - Introduction to Coded Language

Advanced level

- involves higher and more complex levels of knowledge and understanding than introductory or intermediate learning
• requires a level of knowledge and understanding of a particular area or topic that goes beyond basic terminology and definitions and includes:
  o analysis
  o synthesis
  o evaluation of information related
  o higher levels of abstraction
  o prior experience
• You have applied this knowledge or skill to situations without assistance
• You are able to participate in senior level discussions regarding this area or topic

(3XX) Topic Specific

Examples: A – How to be an Effective Anti-Racist