

Understanding By Design (UbD)– Backwards Design Process
 (Modified from Grant Wiggins and Jay McTighe, 2002 for Self-Evaluation of RMAIS lessons)

Stage 1 – Desired Results	
<p>Content: Topic for Lesson</p> <ul style="list-style-type: none"> Power Dynamics in Mentor-Protégé Relationships 	
<p>Understanding (s)/goals Participants will understand that:</p> <ul style="list-style-type: none"> Implicit bias affects power dynamics in mentoring relationships 	<p>Essential Question(s):</p> <ul style="list-style-type: none"> How does implicit bias affect power dynamics in mentoring relationships? How can power dynamics in mentoring relationships affect protégé success?
<p>Lesson objectives (outcomes): Participants will be able to demonstrate:</p> <ul style="list-style-type: none"> <i>KNOWLEDGE:</i> Attendees will demonstrate an understanding about the role that power dynamics can play in mentoring relationships. Attendees will demonstrate an understanding about the role that implicit bias can play in affecting power dynamics in mentoring relationships. <i>SKILLS:</i> Attendees will work in groups to recognize how implicit bias affects power dynamics in case studies about mentoring relationships. Attendees will reflect on how they can apply these ideas in their everyday lives as mentors and/or protégés. 	
Stage 2 – Assessment Evidence	
<p>Performance Task(s):</p> <ul style="list-style-type: none"> Attendees will discuss how power dynamics may affect mentor-protégé relationships. Attendees will discuss case studies about the role of implicit bias and power dynamics in mentor-protégé relationships. 	<p>Other Evidence:</p> <ul style="list-style-type: none"> Attendees will engage in discussion throughout the module. They will demonstrate understanding of the topics during these discussions. Attendees will reflect on a specific way this module can impact their mentoring relationships throughout the next week. They will demonstrate understanding of the topics through reflection.
Stage 3 – Learning Plan	
<p>Learning Activities:</p> <ul style="list-style-type: none"> Attendees will start by activating prior knowledge related to implicit bias, power dynamics, and mentoring relationships. (10 minutes) Attendees will listen to a short presentation on these topics to expand upon prior knowledge. (5 minutes) Attendees will discuss case studies of power dynamics in mentoring relationships in small groups. The triads will be broken apart here. (7 minutes) Attendees will group up with their triads to discuss how power dynamics and the case studies affect their relationships. (7 minutes) 	

- Attendees will report back on the small group discussions. Questions will be posed to the larger group to encourage further discussion. (15 minutes)
- Attendees will reflect on how this information can inform their mentoring relationships this week. (5 minutes)