



Hello admin\_tony,

The world needs more learning designers. If the human race is going to tackle the many and varied problems we face, we have to start by changing hearts and minds. And learning design has the power to do just that.



## How learning designers change the world

As human beings, we are constantly learning and adapting to our environment, and every experience has the potential to be transformative. Learning is a powerful, natural process that is integral to our existence, and what we learn determines how we think and act in the world.

We remember how our experiences make us feel. This has important implications for learning design, because the words, images and values used to construct a learning experience all influence how our learners view the world. Their emotional reaction to an experience can profoundly influence the extent to which they engage - or don't engage - with the content.

This is why learning designers have both awesome power and responsibility. The act of designing learning requires us to carefully consider how every moment of a learning experience might affect a learner's worldview. Every article, activity, video and interaction plays a role in the process of transformation. What we choose to foreground, and what we choose to exclude, will determine the impact of the experience. And the better we get at it, the more transformative the experience will be.

## Why learning design needs you

More than ever before, the world needs people to engage meaningfully with the big issues of sustainability, inclusivity and equity. As organisations increasingly focus on the value of learning, they are hiring learning designers. And this is where learning designers can make a positive impact on the world.

If you've been working in education for a while, it's likely you have the knowledge and skills to become a learning designer. If you're frustrated by the politics and practices in your institution, it could be time to consider a career change.



*Learning design is an act of empathy.*

Learning design is an act of empathy, imagination and kindness. The discipline needs more people who value these values, and who have the skills to embed them in learning experiences.

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## Ray's inclusivity tip

This week's tip comes from Ding's inclusivity specialist, Ray Martin, and focuses on the importance of designing for diversity.

*"Diversity is about valuing people as individuals while respecting their differences, and at its heart diversity is social justice. When you're designing a learning experience, you should be aiming to create an environment that is fair and equitable for all."*



*Remember that while equal opportunity is invariably about treating everyone in the same way, the focus of diversity is treating everyone fairly, but not necessarily in the same way."*



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