

# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

Visual Storyboard:

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## Accent Colors



#006867



#afe2e6



#142437



#a4c5db



#024b6f



#fba80c

## Background / Text



#424242



#e1f3ff



#000000

## Font Families

### Headings (Display Font): Oswald

Oswald is a bold and attention-grabbing font that can work well for headings.

### Body Text (Regular Font):

For body text, Lato Regular pairs well with Oswald. It's clean and readable, providing a nice contrast with Oswald for headings.

## Button Styles

Normal

Hover

Selected

*Diversity, Equity, and Inclusion:  
An Interactive and Innovative  
Corporate Training Design  
Proposal*

# Visual Guidelines

For our online training, *Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training*, our visual guidelines take a minimalist approach, with strong contrast colors and bold headings and accents. The selected colors are accessible to colorblind individuals, and all font choices are known for their readability and simplicity. All text will have an appropriate font size to assist learners with legibility and navigation.

# Module Template

Module Title and Background Image

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## Title of Module

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Nisi nisi scelerisque eu ultrices vitae auctor eu augue ut.

▼ Introduction

Course Description

Course Objectives



“Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore.”

3

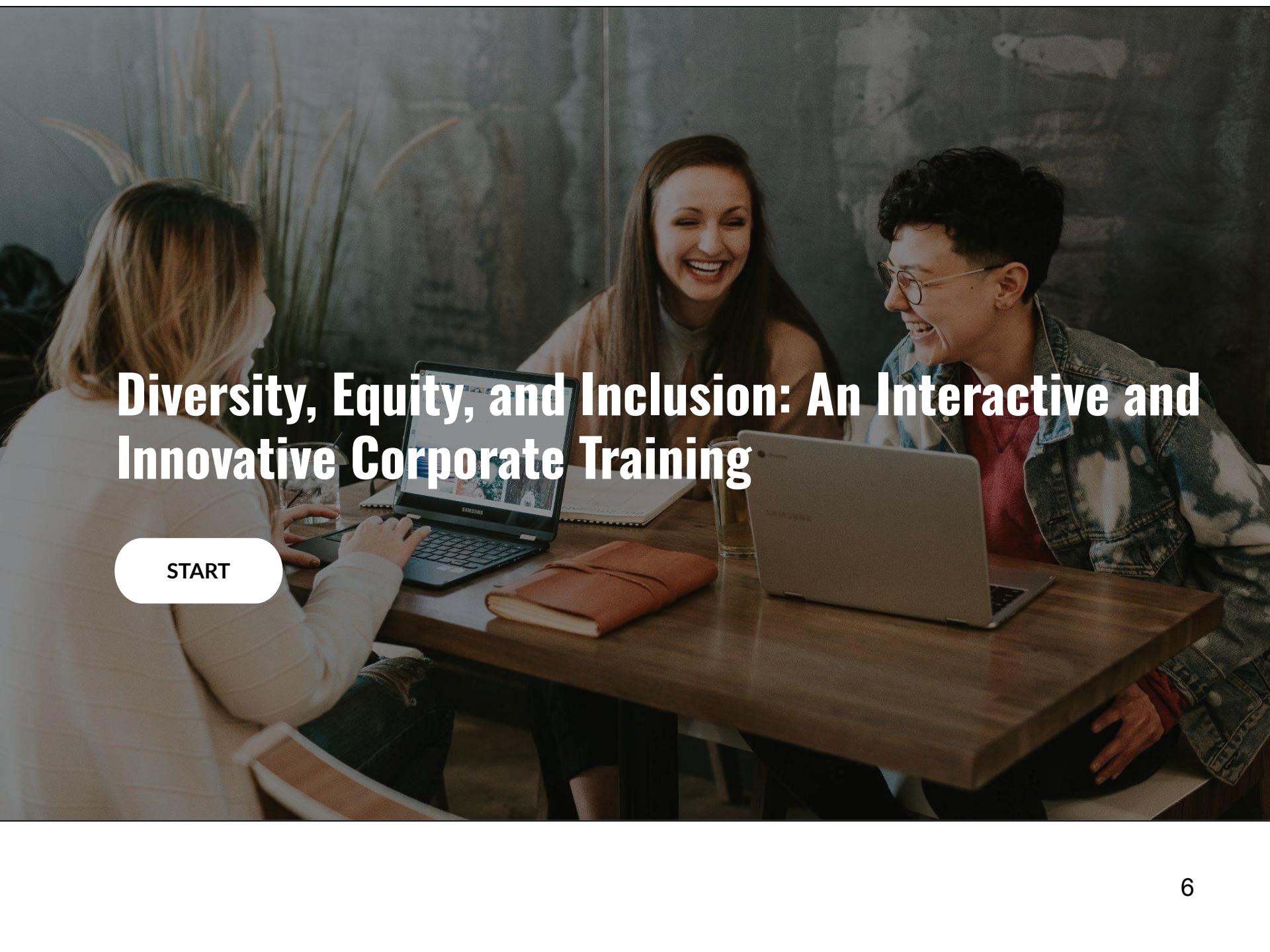
# How Do we Use Mayer's Principles?

Mayer's Principles of Multimedia Learning have helped guide us in the creation and effectiveness of our comprehensive multimedia training.

<b>Coherence Principle</b>  Each section in our training follows a clear structure and logical sequence, found in the left-hand sidebar for users to navigate through.	<b>Segmenting Principle</b>  Content is divided appropriately; for example, the nuanced and complicated topic of “unconscious bias” is presented in small chunks.	<b>Signaling Principle</b>  The use of bold, highlights, italics. Brighter colors in our color scheme draws the user’s attention to critical points in our content.	<b>Redundancy Principle</b>  Narration will not play if text and images are already present. However, narration is always available for accessibility reasons.
<b>Spatial Contiguity Principle</b>  Content has been carefully considered to be grouped appropriately. Rise 360’s design is also uniform and clear for this purpose.	<b>Temporal Contiguity Principle</b>  For our scenarios, any voice-overs will always be occurring at the same time that action / visuals are occurring on the screen.	<b>Pre-Training Principle</b>  Inclusivity is a topic that many are familiar with, however, our pre-assessment will help users judge their familiarity. Learning is scaffolded.	<b>Modality Principle</b>  We have taken care to not include redundant text, and to prioritize visuals where possible for learning, as to not overwhelm our learners.

# How Do we Use Mayer's Principles? pt. 2

<b>Multimedia Principle</b> <p>Images and words are more effective when used together, in a complementary way. We are thoughtful about the visuals we select so that they're demonstrative.</p>	<b>Personalization Principle</b> <p>Conversational speech is preferred over formal speech. Our modules have been written with the intention of sounding more personable and easy to digest.</p>
<b>Voice Principle</b> <p>Although we used an AI for our voiceover due to ensuring 1.) consistency, 2.) mic quality, AI has improved many strides in sounding more natural and less robotic.</p>	<b>Image Principle</b> <p>None of our instructors will be recorded/present on the screen as the user progresses through the modules. Other interactive content will take its place.</p>

A photograph of three people sitting around a wooden table, laughing and looking at their laptops. On the left, a woman with blonde hair is seen from behind, wearing a white shirt. In the center, a woman with long brown hair is smiling broadly. On the right, a person with short dark hair and glasses, wearing a denim jacket over a red shirt, is also laughing. Two laptops are open on the table, along with a notebook and a small orange book. The background is a rustic wall with some plants.

# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

START



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

▼ Introduction

Course Description

Course Objectives



## Welcome!

Welcome to the DEI: An Interactive and Innovative Corporate Training, a comprehensive online training designed to help individuals and organizations foster an environment where diversity is not only acknowledged but celebrated. This course is perfect for anyone seeking to gain a deeper

New Canva link for updated/polished changes is in the comments below VV

derstanding of inclusivity and to create an inclusive and equitable workspace, community, or social environment. In this training, you will be presented with scenarios that might help you understand the nuances of conscious biases, strategies for practicing conscious inclusion, help with developing a personalized action plan, etc.



# Course Objectives

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▼ Introduction

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≡ Course Description



≡ Course Objectives



## What Can I Expect?

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By the end of this course, you will be able to:

- 1** Demonstrate inclusive behaviors in daily interactions with your colleagues, including active listening, promoting diverse perspectives, and helping to foster an inclusive environment.
- 2** Know how to identify and critically evaluate potential instances of bias and exclusion in the workplace.
- 3** Design action plans that champion diversity, equity, and inclusion within your teams or departments, driving forward a more inclusive workplace culture.



Lesson 3 of 27

# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

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▼ Homepage

Quick Navigation

# Homepage

Welcome to our course hub! Navigate the course with ease using the links and menus provided below to access modules, resources, and more.

Module 1: Self-Assessment



Module 2:  
Unconscious Bias



Module 3: Habits for Practicing Conscious Inclusion



Module 4: Develop your Personalized Action Plan



Module 5: Final Reflections and Insights





## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 1

Module 1 Pre-Assessment

Pre-Assessment Quiz

# Module 1 Pre-Assessment

In this module you will first assess your knowledge of DEI. By evaluating what you already know about DEI, you will be able to identify areas of opportunity and acquire new concepts as you proceed through the course.



“Knowledge has to be improved, challenged, and increased constantly, or it vanishes.”  
- Peter Drucker

[Go To Quiz](#)



## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 1

Module 1 Pre-Assessment

Pre-Assessment Quiz

**START Quiz >**





# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 1

Module 1 Pre-Assessment

Pre-Assessment Quiz

### Question

01/07

True or False? Only some people have unconscious bias?

True

False

SUBMIT



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 1

Module 1 Pre-Assessment



Pre-Assessment Quiz



## Question

02/07

How do you define DEI?

Type your answer here

SUBMIT



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 1

Module 1 Pre-Assessment



Pre-Assessment Quiz



### Question

03/07

True or False? Unconscious bias doesn't affect the work being done.

- True
- False

SUBMIT



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 1

Module 1 Pre-Assessment



Pre-Assessment Quiz



### Question

04/07

What is your previous experience with DEI?

- Novice-I've never heard of it.
- Developing-I've been reading about it and I'm trying to understand what DEI looks like in the workplace.
- Proficient-I know what it looks like in the workplace and I can confidently talk about its application in the workplace.
- Expert-I actively implement DEI concepts in my every day work environment.

SUBMIT



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Question

05/07

True or False? Conscious inclusion cannot be learned.

### Module 1

Module 1 Pre-Assessment

Pre-Assessment Quiz

True

False

SUBMIT



## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 1

Module 1 Pre-Assessment



Pre-Assessment Quiz



### Question

06/07

What do you think the work place can do to encourage diversity, equity and inclusion?

Type your answer here

SUBMIT



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 1

Module 1 Pre-Assessment

Pre-Assessment Quiz

### Question

07/07

DEI is something that can be measured in the workplace with

- Advanced Metrics
- Inclusion Metrics
- Representative Metrics
- All of the above

SUBMIT



## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 1

Module 1 Pre-Assessment

Pre-Assessment Quiz

**START Module 2>**

Well done! You took the time to evaluate what you already know going into this course by completing the Pre-assessment.





# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 2

Unconscious Bias



Examples of Unconscious Bias in the Workplace



Knowledge Check



Unconscious Mind vs. The Conscious Mind & the Iceberg Model



Strategies for Recognizing Unconscious Bias



Types of Unconscious Bias



Scenario Activity



## What is Unconscious Bias?

Unconscious bias occurs when we make **judgments or conclusions** based on **prior experience**, our own particular deep-seated thought patterns, assumptions, or interpretations without being aware of it.

We have a **favorable bias toward our ingroup** and a **negative bias against an outgroup**. We are familiar with members of our ingroup and feel confident in their dependability.

The ability to **categorize people quickly and automatically based on social and other characteristics** is a fundamental quality of the human mind.



## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 2

Unconscious Bias



Examples of Unconscious Bias in the Workplace



Knowledge Check



Unconscious Mind vs. The Conscious Mind & the Iceberg Model



Strategies for Recognizing Unconscious Bias



Types of Unconscious Bias



Scenario Activity



Click on the different tabs below to view different examples of how unconscious bias can manifest in various ways within the workplace, affecting decision-making, team dynamics, and opportunities for growth.

Hiring and Promotion

Performance Evaluations

Project Assignments



Unconscious bias may lead to the preference of candidates who share similarities with the decision-makers, resulting in the overlooking of otherwise highly qualified individuals.



▼ Module 2

Unconscious Bias ✓

Examples of Unconscious Bias in the Workplace ✓

Knowledge Check ✓

Unconscious Mind vs. The Conscious Mind & the Iceberg Model ○

Strategies for Recognizing Unconscious Bias ○

Types of Unconscious Bias ○

Scenario Activity ○

# Knowledge Checkpoint

## Question 1

**How can unconscious bias manifest in the hiring and promotion process?**

- A) By prioritizing candidates from the same university or alma mater as the decision-makers.
- B) By conducting thorough background checks on all candidates.
- C) By consistently promoting employees with the longest tenure.
- D) By publicly announcing job openings to ensure equal opportunities for all.

SUBMIT



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 2

Unconscious Bias

Examples of Unconscious Bias in the Workplace

Knowledge Check

Unconscious Mind vs. The Conscious Mind & the Iceberg Model

Strategies for Recognizing Unconscious Bias

Types of Unconscious Bias

Scenario Activity

# Unconscious Mind vs. The Conscious Mind & the Iceberg Model

The Bias Iceberg Model provides a way to conceptualize the layers of bias that permeate all social interactions we have each day. The first layer describes the "thinking brain", which consists of our pre-frontal/neocortex. Here, we make conscious choices - choices that we're fully aware of.

The Iceberg Model      The Conscious Mind      The Unconscious Mind





## ▼ Module 2

- Unconscious Bias
- Examples of Unconscious Bias in the Workplace
- Knowledge Check
- Unconscious Mind vs. The Conscious Mind & the Iceberg Model
- Strategies for Recognizing Unconscious Bias
- Types of Unconscious Bias
- Scenario Activity

# Strategies for Recognizing Unconscious Bias

## Are you aware of your biases?

It's simple to "call out" those who exhibit microaggressions or biases. However, recognizing and acknowledging these tendencies in ourselves can be difficult.

To best first step in becoming aware of your unconscious biases is to acknowledge you have them. Pay attention to your thoughts and examine your beliefs as you navigate the world; slow down and investigate your beliefs and assumptions.

It's simple to "call out" those who exhibit microaggressions or biases. However, recognizing and acknowledging these tendencies in ourselves can be difficult.



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 2

Unconscious Bias

Examples of Unconscious Bias in the Workplace

Knowledge Check

Unconscious Mind vs. The Conscious Mind & the Iceberg Model

Strategies for Recognizing Unconscious Bias

Types of Unconscious Bias

Scenario Activity

# Types of Unconscious Biases

Unconscious biases come in various forms, each with its distinct effects on how we interact with others and make choices. From implicit biases, which often center around race and gender, to an affinity bias, which is the tendency to prefer people who are similar to us in some way.

Click the tabs below to find out more about the different kinds of unconscious biases:

Implicit Bias

Affinity Bias

Confirmation Bias



These are the most well-known types of unconscious biases. They are attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Implicit biases can be related to race, gender, age, and many other characteristics.

They are called "implicit" because they occur without conscious thought, often stemming from societal and cultural influences that we've



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 2

- Unconscious Bias ✓
- Examples of Unconscious Bias in the Workplace ✓
- Knowledge Check ✓
- Unconscious Mind vs. The Conscious Mind & the Iceberg Model ✓
- Strategies for Recognizing Unconscious Bias ✓
- Types of Unconscious Bias ✓
- Scenario Activity ✓

## Scenario Activity

Sarah, the HR manager, and Alex, the senior project manager, are part of a panel conducting interviews for a senior leadership position in their company. Jordan, a well-qualified candidate, arrives for the interview. During the interview, Alex realizes that Jordan shares a common interest in a specific hobby he's passionate about. At the same time, Sarah reads Jordan's resume and sees a prestigious university listed as their alma mater. She inadvertently spends more time on questions related to that university and asks fewer questions about Jordan's actual job experiences.



NEXT



▼ Module 3

Understanding Habits



Knowledge Check



Let's Practice



Inclusive Habits are a Benefit



# 5 Habits for Practicing Conscious Inclusion

In this section, we will introduce you to five habits for practicing Conscious Inclusion. Each of the habits is a way that we can actively work on retraining our brain to be more intentional and inclusive in everyday interactions.

## Understanding Habits

Select each of the **5 habits** below to learn more.

Reframing Our Perspective

Forging Relationships

Deciphering Labels

Receiving Feedback

Speaking Up





## Check Your Understanding

Match the habits to the statements by dragging the correct habit to its matching statement. *All habits must be correctly identified before moving on.*

### ▼ Module 3

Understanding Habits



Knowledge Check



Let's Practice



Inclusive Habits are a Benefit



Speaking Up

Statement

Receiving Feedback

Statement

Forging Relationships

Statement

Reframing Our Perspective

Statement

Deciphering Labels

Statement

Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training



## Let's Practice

Review each scenario and apply the information you learned about practicing Conscious Inclusion.

▼ Module 3

Understanding Habits

Knowledge Check

Let's Practice

Inclusive Habits are a Benefit



**Forging Relationships**

Will and Adam, native English speakers who do not speak Spanish, enter the cafeteria where Spanish is being spoken by many in the room. Their colleagues, Jose Luis and Silvia are sitting at a nearby table with a few others.

**Continue**

# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## ▼ Module 3

 Understanding Habits 

 Knowledge Check 

 Let's Practice 

 Inclusive Habits are a Benefit 



## Inclusive Habits Are a Benefit



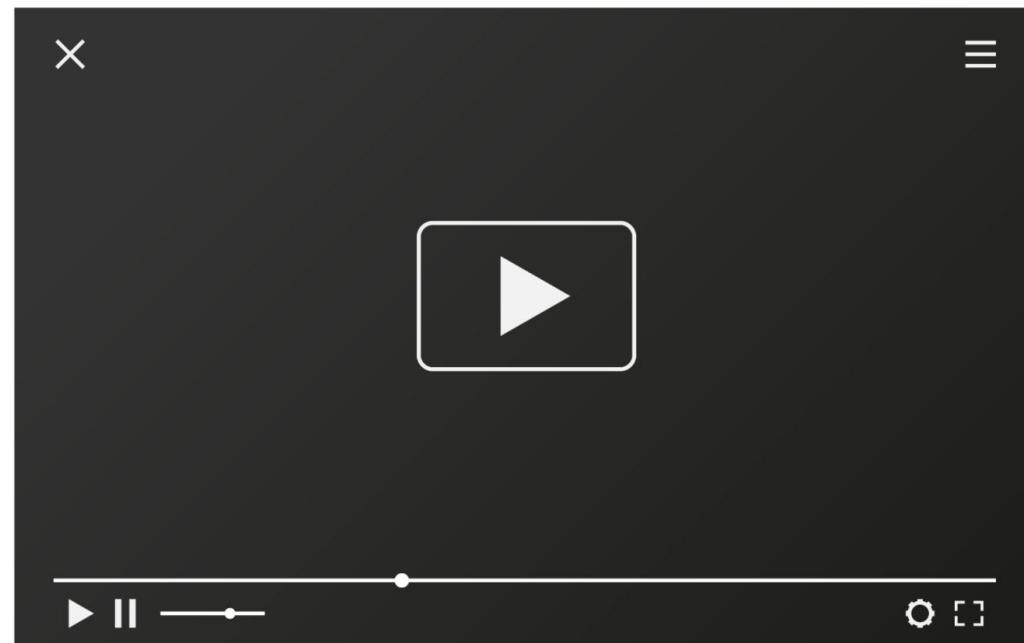


## Module 4

- Developing an action plan
- Sample action plan
- Case study
- Knowledge check
- Develop your own plan
- Assessing your plan's effectiveness

# Developing An Action Plan

## Understand the action plan and its benefits





## Module 4

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# Sample Action Plan

## Creating an Inclusive Team Environment

To foster an inclusive, equitable, and diverse team environment, an organization named **SolarTech Innovations** created an action plan that encourages all members to participate fully and authentically. Review their action plan below:

### 1. Leadership and Governance

Engage leadership in DEI initiatives to set a top-down example.

**Actions:**

- Incorporate DEI objectives into leadership performance metrics.
- Arrange quarterly DEI training for executive and managerial staff.
- Ensure leadership communicates the importance of DEI regularly to their respective teams.

### 2. Comprehensive Training Programs

Educate all team members about the significance of an inclusive environment and equip them with tools to foster it.

**Actions:**

- Roll out mandatory DEI training sessions for all employees.
- Offer workshops on unconscious bias, microaggressions, and effective allyship.
- Conduct team-building activities emphasizing cultural awareness and sensitivity.



## Module 4

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# Sample Action Plan

## 3. Inclusive Recruitment and Promotion

Ensure diversity in hiring and internal promotions

**Actions:**

- Partner with diverse job boards and organizations to reach a wider pool of candidates.
- Implement a structured interview process to minimize bias.
- Introduce mentorship programs focusing on underrepresented groups in the company.

## 4. Feedback Mechanism and Continuous Improvement:

Gather input from employees on the company's DEI efforts and make improvements accordingly.

**Actions:**

- Establish an anonymous feedback portal dedicated to DEI matters.
- Hold bi-annual focus group discussions to understand employee sentiment regarding inclusivity.
- Act on feedback by refining strategies and communicating changes to the entire organization.

## 5. Celebrate Diversity

Celebrate the diverse cultures, backgrounds, and experiences of all team members.

**Actions:**

- Organize monthly cultural appreciation days or events.
- Highlight diverse employee stories and achievements on internal communication platforms.
- Allocate funds for teams to celebrate various cultural and regional festivals together.



## Module 4

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# Sample Action Plan

## 6. Establish Employee Resource Groups (ERGs):

Provide platforms for underrepresented groups to connect, share, and voice their concerns.

**Actions:**

- Support the establishment of ERGs for groups like women, LGBTQ+ employees, people of color, etc.
- Allocate budgets for ERG events and activities.
- Engage ERG leaders in company-wide DEI strategy discussions.

*SolarTech's* DEI action plan exemplifies how diversity, equity, and inclusion can play a role in corporate culture and celebrate diversity.



## Module 4

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# Case Study

## Review SolarTech's Action Plan

Engage with the provided case study on "SolarTech Innovations," exploring their DEI initiatives, strategies employed, challenges encountered, and the outcomes achieved.

Focus on understanding the “why” behind each initiative and strategy, and how the company addressed and navigated through the challenges encountered.

### Stage 1 - Assessment and Planning

Description: This is the stage where a company conducts a thorough self-assessment to...

### Stage 2 - Implementation

Here, the company puts the DEI plan into action. This involves rolling out new policies, conducting training...

### Stage 3 - Review and refinement

Continuous improvement is essential for the sustainability of DEI initiatives. In this stage...



## Module 4

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# Case Study

## Stage 1 - Assessment and Planning

Description: This is the stage where a company conducts a thorough self-assessment to understand its current DEI status. This involves surveying employees, evaluating company policies, and examining representation across various departments and leadership levels. The data gathered is then used to formulate a concrete DEI action plan tailored to the company's unique needs and objectives.

## Stage 2 - Implementation

Here, the company puts the DEI plan into action. This involves rolling out new policies, conducting training sessions, establishing DEI committees or task forces, and more. Engagement with employees and stakeholders is crucial at this stage to ensure smooth rollout and to address any issues or concerns that arise.

## Stage 3 - Review and refinement

Continuous improvement is essential for the sustainability of DEI initiatives. In this stage, the company reviews the effectiveness of its DEI measures, gathers feedback, and makes necessary refinements. Successes are celebrated, and areas of improvement are identified and acted upon.



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# Knowledge Check

Before moving on to your own action plan, let's take a moment to see how well you've caught onto SolarTech Innovations' DEI action plan. Dive into this knowledge check and test your knowledge. Don't worry, it's just a way to recap what we've covered!"

[START QUIZ](#)



## Module 4

Developing an action plan

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*Question*

01/05

Which of the following was a primary DEI initiative undertaken by SolarTech Innovations?

- A) Expanding overseas operations.
- B) Implementing a gender-neutral hiring policy.
- C) Launching a new line of solar products.
- D) Creating a mentorship program for underrepresented groups.

SUBMIT



## Module 4

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*Question*

02/05

Why did SolarTech employ community outreach as a strategy for their DEI initiatives?

- A) To increase sales of their products.
- B) To better understand the needs of diverse populations.
- C) To hire talent from overseas markets.
- D) To engage in tax write-offs.

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## Module 4

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# Knowledge Check

*Question*

03/05

What challenge did SolarTech Innovations encounter during their DEI initiatives?

- A) Difficulty in sourcing materials for solar panels.
- B) Resistance from senior management.
- C) A drop in the stock market.
- D) Communication barriers within diverse teams.

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## Module 4

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# Knowledge Check

*Question*

04/05

How did SolarTech measure the success of their DEI initiatives?

- A) By the number of products sold.
- B) Through customer feedback.
- C) By tracking representation metrics within the company.
- D) By assessing the energy efficiency of their products.

SUBMIT



## Module 4

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# Knowledge Check

*Question*

**05/05**

Which of the following recommendations might benefit SolarTech's DEI initiatives in the future?

- A) Outsourcing jobs to cut costs.
- B) Investing in advanced AI technologies.
- C) Establishing Employee Resource Groups (ERGs) for underrepresented populations.
- D) Expanding product offerings to cater to a larger market.

SUBMIT



## Module 4

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# Develop Your Own Action Plan

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## Creating an Inclusive Team Environment

Review the provided sample DEI action plan from "SolarTech Innovations' DEI Strategy" as a guideline. While you should not copy it verbatim, use it to inspire and refine your plan, ensuring you're not missing crucial components.

External embed for activity submission

## Evaluate Your Plan

Compare your action plan using the checklist provided below. Ensure it contains all of these items:  
[\*\*<action plan checklist>\*\*](#)



## Module 4

- Developing an action plan
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# Develop Your Own Action Plan

---

Compare your action plan using the checklist provided below. Ensure it contains all of these items:

**1. Clear Objectives:**

- Does the plan define clear and measurable DEI objectives?
- Are these objectives aligned with the organization's overall mission and vision?

**2. Leadership Commitment:**

- Is there evidence of commitment from leadership to drive the DEI initiatives?
- Are DEI objectives integrated into leadership performance metrics?

**3. Comprehensive Training:**

- Does the plan outline DEI training for all levels of the organization?
- Are there provisions for regular refresher training sessions?

**4. Recruitment and Promotion:**

- Are there clear strategies for inclusive and diverse hiring practices?
- Does the plan address equitable promotion opportunities for all?

**5. Feedback Mechanisms:**

- Is there a system in place for employees to provide feedback on DEI initiatives?
- Are there mechanisms to ensure anonymity and safety for those providing feedback?



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# Develop Your Own Action Plan

## 6. Celebration of Diversity:

- Does the plan include strategies to recognize and celebrate diverse cultures and backgrounds?
- Are there regular events or programs dedicated to diversity appreciation?

## 7. Employee Resource Groups (ERGs):

- Has the plan made provisions for the establishment or support of ERGs?
- Is there a defined budget or resource allocation for these groups?

## 8. Continuous Review & Reporting:

- Are there processes in place to review and refine DEI initiatives regularly?
- Does the plan include transparent reporting on DEI progress to stakeholders?

## 9. Accountability Measures:

- Does the plan define consequences for non-compliance or discriminatory behavior?
- Are there rewards or recognition systems in place for outstanding DEI contributions?

## 10. Resource Allocation:

- Is there a defined budget or resource allocation for DEI initiatives?
- Are there dedicated personnel or teams responsible for overseeing DEI implementation?



## Module 4

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?

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≡ Develop your own plan

≡ Assessing your plan's effectiveness

# Assessing Your Plan's Effectiveness

Identify quantitative and qualitative data points relevant to your action plan

Click below to learn about sample metrics that can be measured to assess the effectiveness of your plan.

Advancement Metrics	Inclusion Metrics	Representation Metrics
---------------------	-------------------	------------------------

- Breakdown of mentors and mentees by demographic.
- Diversity in potential successors for key roles.
- Retention of promoted employees by demographic.





## Module 4

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# Assessing Your Plan's Effectiveness

## Identify quantitative and qualitative data points relevant to your action plan

Click below to learn about sample metrics that can be measured to assess the effectiveness of your plan.

Advancement Metrics	Inclusion Metrics	Representation Metrics
<ul style="list-style-type: none"><li>Employee engagement scores related to inclusion.</li><li>Retention rates broken down by demographic.</li><li>Feedback trends from Employee Resource Groups (ERGs).</li><li>Common themes from exit interview data.</li><li>Participation rates in mentorship programs.</li></ul>		





## Module 4

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# Assessing Your Plan's Effectiveness

Identify quantitative and qualitative data points relevant to your action plan

Click below to learn about sample metrics that can be measured to assess the effectiveness of your plan.

Advancement Metrics

Inclusion Metrics

Representation Metrics

- Demographic breakdown of the overall workforce.
- Diversity percentages within leadership roles.
- Promotion rates by demographic.
- Diversity ratios within hiring pipelines.
- Pay disparities by demographic group.





## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 5

Module Description

Course Review

Additional Resources on DEI

Final Assessment Quiz

Print Certificate

# Module 5 Final Reflections and Insights

In this module you will review key concepts in DEI and complete a final reflection assessment to evaluate your growth.



“When you are finished changing, you are finished.”

- Benjamin Franklin

Course R49w



# Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

## Module 5

Module Description

Course Review

Additional Resources on DEI

Final Assessment Quiz

Print Certificate

# Course Review

Throughout this course, we have defined what DEI is and how it looks in the workplace. We've explored how unconscious bias influences our every day interactions. We have identified ways in which we can practice conscious inclusion and developed a plan of action to keep these concepts at the core of our daily collaborations with others. As you finish this course, let's review a few key terms and concepts to keep in mind.

Defining DEI

Unconscious Bias

Conscious Inclusion

Additional Resources



## Diversity, Equity, and Inclusion: An Interactive and Innovative Corporate Training

### Module 5

Module Description



Course Review



Additional Resources on DEI



Final Assessment Quiz



Print Certificate



# Course Review

Throughout this course, we have defined what DEI is and how it looks in the workplace. We've explored how unconscious bias influences our every day interactions. We have identified ways in which we can practice conscious inclusion and developed a plan of action to keep these concepts at the core of our daily collaborations with others. As you finish this course, let's review a few key terms and concepts to keep in mind.

DEI stands for diversity, equity and inclusion. It is a framework of policies, and practices that aim to bring awareness and rectify inequities that exist in the workplace.

A human tendency to make judgments, conclusions or assumptions based on prior experiences or deep seated interpretations without realization.

Examples of conscious inclusion include: accepting a variety of viewpoints, allowing everyone to contribute, considering accessibility to content, spaces and resources, mentoring, agile frameworks.

Additional Resources



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# Additional Resources

We have touched on some important concepts in this course. Organizations like ours are continuously striving to provide the best working environment for their employees and clients. Below are a few additional resources we invite you to explore on the topic of DEI.

1

Ideas and activities for a DEI workplace: <https://teambuilding.com/blog/diversity-and-inclusion-activities>

2

American Occupational Therapy Association Guide:  
<https://teambuilding.com/blog/diversity-and-inclusion-activities>

3

United States Department of Labor: <https://www.dol.gov/agencies/odsp/program-areas/employers/diversity-inclusion>

Go To Quiz



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## START Quiz >

Lets evaluate your growing understanding of unconscious bias, conscious inclusion and DEI practices in the workplace.





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## Question

01/06

True or False? Only some people have unconscious bias?

True

False

SUBMIT



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## Question

02/06

DEI is defined as

- a framework of policies, and practices that aim to bring awareness and rectify inequities that exist in the workplace.
- a framework of policies, and practices that aim to call out and make an examples of unconscious bias in the workplace.
- diversity, equity and inclusion. It is a framework of policies, and practices that aim to bring awareness and rectify inequities that exist in the workplace.
- diversity, equity and inclusion. It is a set of activities that aim to help employees feel included in the workplace.

SUBMIT



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## Question

03/06

True or False? Unconscious bias doesn't affect the work being done.

True

False

SUBMIT



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## Question

04/06

I can contribute to DEI initiatives by....

Type your answer here

SUBMIT



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## Question

05/06

Unconscious bias is defined as...

- Knowingly making judgments or conclusions based on prior experience and assumptions.
- Making judgments or conclusions based on prior experience and assumptions without realizing it.
- A negative bias towards a group.

SUBMIT



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## Question

06/06

I can practice conscious inclusion by...

Type your answer here

SUBMIT



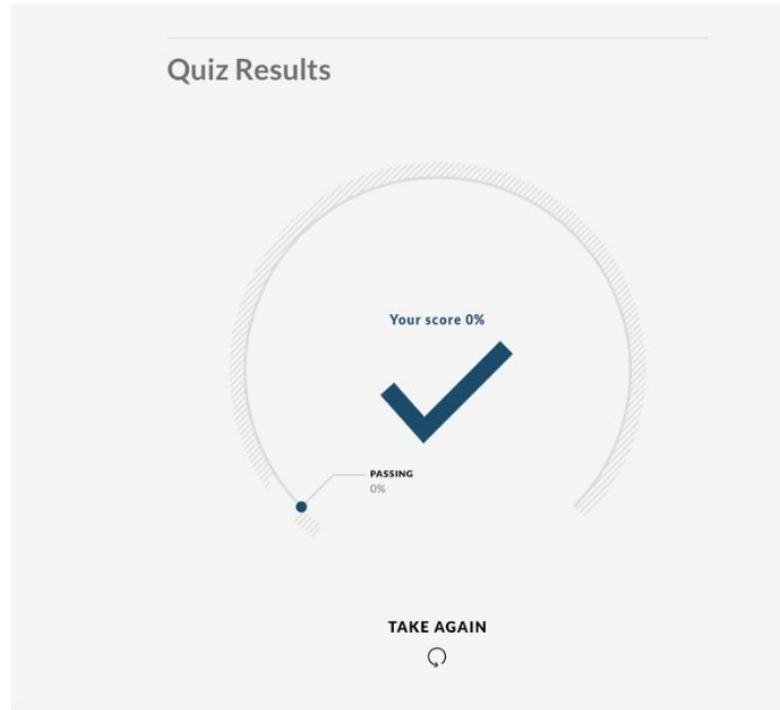
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# Final Assessment Results

Congratulations, you have completed the DEI course. Please redeem your certificate below.



Redeem Certificate



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enter your name in the text box and submit.



## CERTIFICATE OF COMPLETION

Type Full Name Here >

For completion of the Diversity, Equity and Inclusion Corporate Training Course

Valerie Fournand  
Head Of Event

Scarlet Melo  
Mentor



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## CERTIFICATE OF COMPLETION

Proudly presented to :

*Sample Student*

For completion of the Diversity, Equity and Inclusion Corporate Training Course

10/21/2023

Valerie Fournand  
Head Of Event

Scarlet Melo  
Mentor

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