

10 PRACTICAL STEPS TO ACHIEVE D&I IN-HOUSE

PRACTICAL STEP 7: INVEST IN LEARNING - TRAINING RESOURCES

In the [Framework Materials](#) our In-House Sub Group identified 10 Practical Steps to achieve D&I In-House. Practical Step 7 states:

Invest in learning and educate your team to ensure they have a high level of D&I knowledge, competence and confidence. Integrate D&I into your onboarding and/or learning programmes, using different and accessible formats. Put special focus on (un-)conscious bias awareness training to manage bias when recruiting, assessing and promoting talent. Provide cultural competency training and support.

Our Sub Group has reviewed a number of available D&I trainings which may support you in implementing this step.

Disclaimer:

All information, content, and links to other third-party websites listed below are for general informational purposes only. Such links are only intended as non-exhaustive additional resources that members can use in their D&I training efforts. The General Counsel for Diversity & Inclusion Initiative does not recommend or endorse the contents of the third-party sites and does not make any warranties, express or implied, regarding the training or its suitability for your organization.

Publicly available courses:

1. Leading with Effective Communication.

- Offered by EDX and Catalyst
- Link: <https://www.edx.org/course/leading-with-effective-communication-inclusive-lea>

2. Understanding Diversity and Inclusion. Develop your Attitudes and Skills.

- Offered by Future Learn - Purdue University
- Link: <https://www.futurelearn.com/courses/diversity-inclusion-awareness>

3. eLesson: Unconscious Bias

- Published by Microsoft
- Link: <https://www.mslearning.microsoft.com/course/72169/launch>

D&I training providers:

1. Symmetra:

- Link: <https://symmetra.com.au/e-learning/e-challenge/>

2. Deloitte

- Link: <https://www2.deloitte.com/us/en/pages/about-deloitte/solutions/diversity-inclusion-strategy-services.html>