

PITFALLS AND BARRIERS THAT SABOTAGE D&I EFFORTS

PITFALLS SABOTAGING D&I EFFORTS



No **D&I strategy** in place.



No clear, transparent **outcomes** for stakeholders to rally around.



No consistent **advocacy** from organizational leaders.



Failure to **engage** stakeholders at every level in critical D&I conversations.



Reactive programs, such as those that are launched in response to societal events.



Failure to **ignite** long-term investment and commitment in D&I efforts.

ORGANIZATIONAL BARRIERS THAT SABOTAGE D&I EFFORTS



Poor understanding of intercultural dynamics and relationships.



Insensitivity in soliciting feedback.



Balancing between lived experiences and reliable D&I education.



A reactionary strategy that wasn't designed for long-term implementation.



Lack of thoughtful communication and active listening.



Lack of internal talent to create and implement D&I strategy.



Achieving full buy-in from stakeholders.



A geographical location limited in diversity.

Understanding your learners' diverse perspectives will help you navigate existing and emerging barriers to successful D&I efforts. Identifying common pitfalls and barriers to effective D&I programs is the first step in developing and delivering impactful solutions. But it's by no means the last.

So ... what's next? After identifying the barriers holding your D&I programs back, it's time to get to work. But developing and delivering successful D&I isn't easy. If you're like your peers, you probably don't know where to start. Training Industry Courses' Building D&I Training Programs workshop will arm you with the arsenal of tools needed to create and implement D&I programs that make an impact both in your organization and in driving a more equitable future of work.