Helping Training Managers Become D&I Champions

Below are some strategies that you can use to become an effective D&I Champion.

- Learn to identify skills, competencies and behaviors needed to develop and deliver diversity and inclusion (D&I) programs.
- Help managers understand the business case for D&I.
- Serve as a confidant to managers looking to be more inclusive.
- Encourage managers to educate themselves on D&I topics, such as unconscious bias and allyship.
- Reiterate that building D&I takes time.
- Create a team culture that supports collaborative growth for employees from all backgrounds and identities.

EFFECTIVE D&I TRAINING IS...

Actionable: D&I training should offer key takeaways and actions learners' can take to become D&I champions, themselves.

Eye-opening: D&I training should open your learners' eyes to new ways of thinking, learning and working, effectively expanding their cultural competence.

Authentic: Effective D&I training is not a performative reaction to societal events. As with all training programs, D&I programs should be intentional and ongoing.

Measurable: D&I training should be a part of your L&D plan and clearly linked to business goals so that you can measure its effectiveness.

Having a framework, such as the E.A.P.A framework, in place is another way to help you build and manage successful D&I training from the ground up.

E ENGAGE   **A** ACTIVATE   **P** PROGRESS   **A** ACCOUNTABILITY

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's newest workshop, Building Diversity and Inclusion Training Programs, will arm you with the arsenal of tools needed to create and implement diversity, equity and inclusion programs that make an impact both in your organization and in driving a more equitable future of work.

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