

“E” IS FOR EQUITY — THE ABCs OF — EQUITABLE LEARNING

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

Learning and development (L&D) is uniquely positioned to drive diversity, equity and inclusion (DEI) in the workplace.

Training on topics like [anti-racism](#), [allyship](#), [microaggressions](#) and more can raise awareness of the many **systemic challenges** faced by employees from marginalized groups and offer solutions that can drive equitable work and learning.



Training can also advance DEI by arming all employees with the skills they need to succeed, but only if the learning itself is **equitable**.

When developing and delivering learning programs, remember:
Equitable learning is ...

INCLUSIVE

Learning is not equitable if it's not **inclusive**. Inclusive training ...



Reflects the experiences of learners from diverse groups.



Uses inclusive language and imagery.



Can be translated into multiple languages.

CHAMPIONED

Equity starts at the top. Make the business case for equitable learning to your stakeholders and ask them to **champion your programs**.



ACCESSIBLE

Employees [of all physical and intellectual abilities](#) should be able to access training.



Make learning available **on demand**, in a variety of formats, so that all learners can access the training they need, when they need it.

REINFORCED

Equitable learning is reinforced through **follow-up activities** and **supplemental materials** to drive sustained behavior change.



Listening to podcasts.



Watching videos.



Reading articles or blogs.



When learning is inclusive, accessible, reinforced and championed, it's more likely to **drive meaningful change** and pave the way toward a more equitable future.

THE MOST TRUSTED SOURCE OF INFORMATION ON THE BUSINESS OF LEARNING.

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