7 Reasons Workplace DEI Instructor-led Courses Are Effective

1 Personalized Learning

Personalized training meets specific needs and learning styles of participants. This helps ensure that employees understand the relevance of the training to their work, and are motivated to apply what they have learned.

2 Interactive Learning

Using interactive techniques such as role-playing and case studies can help participants apply new knowledge and skills in a practical setting. Interactive learning also provides opportunities for employees to practice new skills in a safe environment, where they can receive constructive feedback.

3 Addressing Resistance and Skepticism

Resistance and skepticism to DEI training can be addressed respectfully and productively. By creating a safe space for employees to ask questions and voice their concerns, instructors can help build trust and foster a more inclusive learning environment.

4 Providing a Safe Space

Create a safe space for participants to explore sensitive issues related to DEI is crucial. By providing a supportive learning environment, instructors can help employees feel more comfortable sharing their experiences and perspectives, and create an environment where everyone feels heard and valued.

5 Demonstrating Leadership Commitment

Leaders can demonstrate their commitment to DEI by actively participating in the training and modelling desired behaviours. By participating in the training, leaders can show that they value DEI, and are willing to invest time and resources into building a more inclusive workplace culture.

6 Combining with Other Learning Methods

Different learning methods, such as e-learning or self-directed study can be implemented to create a comprehensive and effective DEI training program. By combining different learning methods, instructors can provide a more well-rounded learning experience that meets the needs of different learners.

7 Facilitated Discussion and Feedback

Facilitating open and honest discussions, encouraging participant feedback, and providing real-time feedback are essential for participants to understand complex concepts. This approach can help employees feel more comfortable discussing sensitive topics related to DEI, and create an inclusive learning environment where everyone can share their perspectives.