

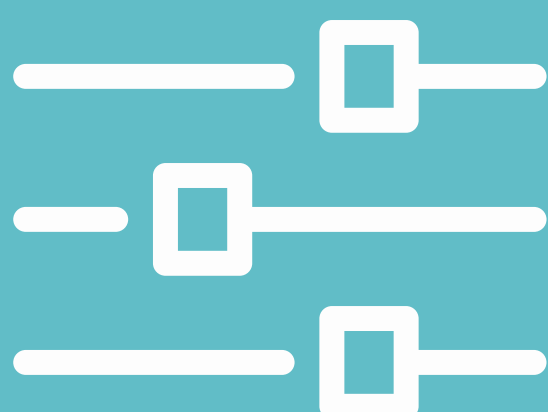
# LEADERSHIP TIPS FOR SUCCESSFUL DEI TRAINING



## ASSESS TRAINING NEEDS

Identify your team's skills and knowledge gaps to determine the areas that require training.

Conduct employee surveys to gather feedback from team members regarding their training needs and areas where they feel they require additional skills or knowledge. Use targeted questions to assess their confidence levels and identify specific areas of improvement.



## CUSTOMIZE TRAINING

Tailor the training content to your team members' specific needs and roles to maximize relevance and impact.

Offer team members one-on-one coaching or mentoring sessions to address their specific learning needs or challenges. This personalized support can further enhance the impact of the training.

## SELF-REFLECTION AND AWARENESS

Encourage team members to self-reflect and increase their awareness of their biases, privileges, and cultural assumptions.

Invite an expert or facilitator to conduct a workshop on unconscious bias and privilege. Provide interactive activities and discussions allowing team members to explore their biases and reflect on their privilege.



## BUILDING INCLUSIVE TEAMS

Support managers in cultivating diverse and inclusive teams by promoting equitable hiring practices, fostering psychological safety, and embracing diversity of thought.

Implement strategies such as blind resume screening or diverse interview panels to reduce bias and ensure fair evaluation of candidates. Set diversity goals and actively seek candidates from diverse backgrounds to build a more inclusive team.

## ONGOING LEARNING AND DEVELOPMENT

Encourage leaders to continuously educate themselves on emerging DEI topics, trends, and strategies to stay informed and adapt their leadership practices.

Invite an expert or facilitator to conduct a workshop on unconscious bias and privilege. Provide interactive activities and discussions allowing team members to explore their biases and reflect on their privilege.

