

Diversity and Inclusion



LEARNING
Snipp-ets

Snack-sized lessons that fit the pockets in your schedule. It's mobile-first diversity and inclusion training for professionals on the go.

A D&I Strategy That Works

- Culture change doesn't happen overnight - like any skill, it requires consistent training and reinforcement
- Lots of D&I training focuses on *raising awareness*. Our program is designed to change behaviour. We advocate a strategy that:
 - Sets a baseline and creates shared language
 - Applies D&I concepts to emerging issues in tech and remote work teams
 - Empowers participants to become change agents
 - Reinforces and deepens learning with spaced scenarios

Holistic Training with Measurable Results

The program:

1. Unconscious bias training
 - 2-hour training session comprised of a series of hands-on activities with feedback, punctuated by short debriefs to explain core ideas
2. 10 weeks of Learning Snippets to reinforce and extend learning
3. Rapid Workshop Follow-up Training
 - Based on the microlearning content, three 5-10 minute mini-workshop activities will be used to engage participants in a discussion about the topics addressed in a snippet.

1. Unconscious Bias Training

One full-day in-person training session

Topics:

- Introduction to unconscious bias and its impact on D&I
- Strategies and tools for mitigating unconscious bias in the workplace

Objectives:

- Recognize and adapt when unconscious bias is a factor
- Adopt and deploy memorable strategies for unconscious bias mitigation
- Demonstrate the science that shows how diversity and inclusion leads to greater productivity, a more positive workplace culture, and better business results

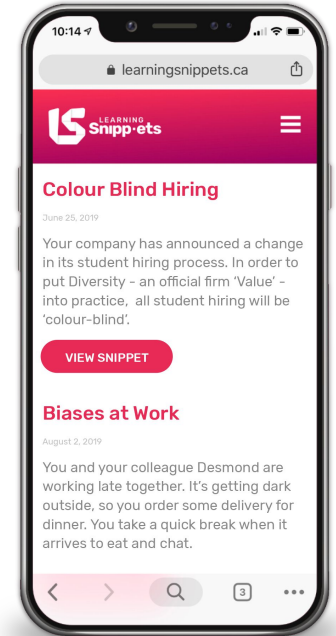
2. Reinforcement and Extension

Diversity and Inclusion Learning Snippets

- 20 real-world DEI scenarios delivered via email over 10 weeks
- Each one takes less than 2 minutes to complete
- Can be done on any device, anytime, anywhere

The science behind it

- Each snippet trains science-backed practices and behaviors
- Spaced learning delivers deeper, more lasting learning outcomes
- Scenarios have been shown to improve the transfer of training to the workplace



Measurement and Reporting

Key Metrics (Performance and Learning Data)

Completions - Certificates of completion (by person/team)

Adoption Rate - % of the snippets read/completed? (by person/team)

Accuracy Rate - Correct answer on 1st try (by person/team/snippet)

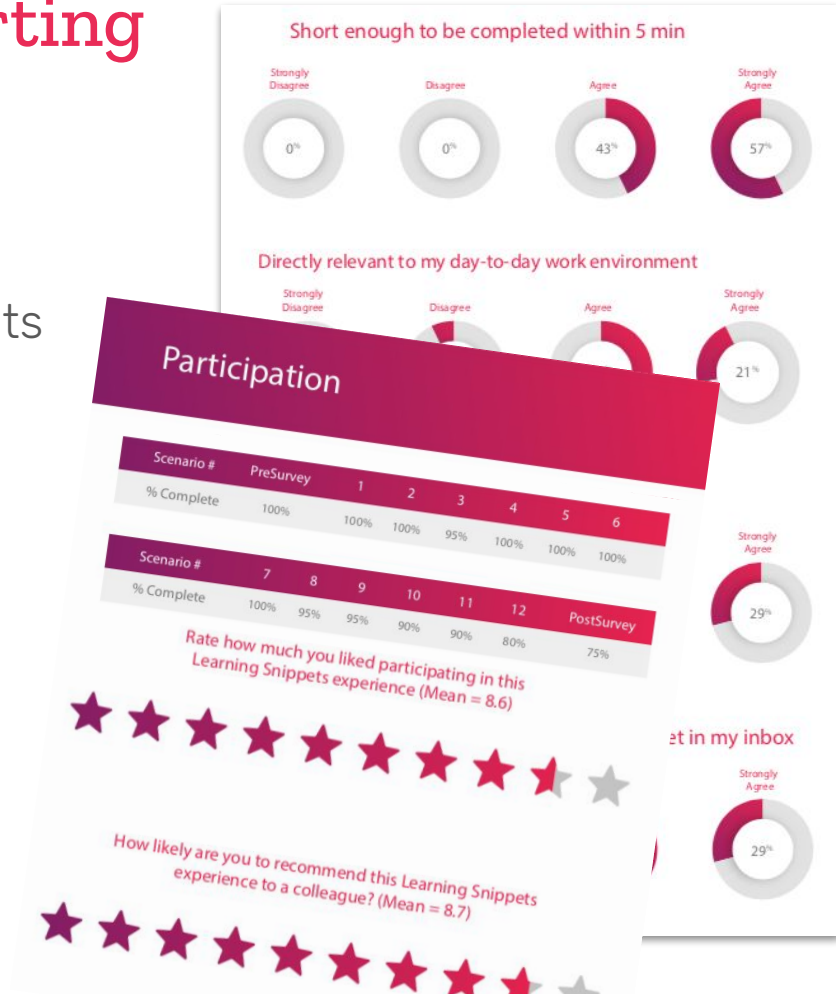
Attempts Required to Correct Answer - How many tries did it take? (by person/team/snippet)

Program Evaluation - 5 Snippets to measure learning and change

Measurement and Reporting

Tailored Reports

- Designed and created with clients to meet their specific needs
- Quantitative performance data (accuracy) as well as indicators of engagement
- Quantitative data showing impact of snippet training (pre vs. post)
- Qualitative data assessing participant experience (interviews)



3. Rapid Workshop Conversation Starters

Enable Deeper Discussion

10 minute activities based on Snippets - 3 workshops in total

Bring important conversations into the workplace

Can be used at the beginning of a meeting, learning event, or leadership offsite.

Can also be “stacked” into longer workshops

Terminal leaders will be trained to facilitate these simple workshops

What Users are Saying

Snippets Work!

100% said training increased their awareness of D&I issues

94% reported an improvement in their ability to handle a D&I situation well

94% strongly agreed or agreed they learned something new

82% strongly agreed or agreed that they thought about D&I in a different way

76% reported an increase in willingness to take action against biases

70% felt their knowledge of biases impacting marginalized groups increased

65% reported an increase in their inclusive behaviors

Empowerment

“It definitely made me think about, [how] an individual in our organization can actually help push a little bit of a shift in diversity and inclusion within my organization. So I felt like it empowered me...”

Personal Action

"... it's more difficult to find work sometimes if you're racialized..."

... So I did it. I went over to the HR department director today and I didn't mention that she's racialized... I just... mentioned all of the good things about her and I said I highly recommend her."

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Get in touch.

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