Diversity, Equity and Inclusion



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Final Report (Sample)

Inclusivity 101

Organization Name

Introduction

Your Inclusivity 101 Learning Snippets program is now complete.

It's worth taking a moment to celebrate this milestone on your organization's Diversity, Equity and Inclusion journey.

Change doesn't happen on its own – it takes leaders who prioritize and invest in the wellbeing of their team members, and it takes a whole staff to build a welcoming and affirming culture. You've demonstrated an organizational commitment to DEI, which will continue to serve you well. Research shows that best, most creative ideas come from the most inclusive teams.

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1 The Big Takeaways

Your team said that they can use the **insights** from Snippets during interactions with their **coworkers** (4.5 stars out of 5).

They also said the training **increased their desire to learn** about equity, diversity and inclusion (4.2 stars out of 5)

Your team **liked** participating in equity, diversity and inclusion training in this format (4.6 stars out of 5).

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2 Learner Engagement

Program Completion	
Total number of registered Learners	92
Number of Learners who started Snippets	86
Average number of Snippets each Learner completed	9
Percentage of Learners* who have completed at least 70% of the Program	92%
Percentage of Learners* who completed all 10 Snippets	77%
Percentage of Learners* who completed the IMPACT Survey (38 People)	44%

Insights

What have you heard from your team about their engagement with Snippets?

What strategies did you use to create accountability for Snippet completion in your workplace?

What stands out to you in these results?

**Learners who started Snippets*

2 Learner Engagement

Snippets Interactions	
Average number of options clicked	1.6
Deeper Learning	
Total number of Go Deeper clicks	193

Learners went beyond their Snippets to explore additional DEI resources

193 times

1.6

Average number of Snippet options clicked

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2 Learner Engagement

Most Explored Snippets

The Domineering Manager

The Good Samaritans Bad Day

It's About Fit

Most Viewed Go Deeper Links

The Domineering Manager (How to Deal with Casual Sexism at Work)

It's About Fit (How to Hire)

Good Samaritans Bad Day (Inspiration Porn and the Objectification of Disability/Tips on How to Better Serve Customers with Various Disabilities)

Insights

Based on Snippets and Go Deeper resources clicked, your team is most eager to learn more about:

- Sexism in the Workplace
- Hiring for Inclusivity
- Accessibility in the workplace

These are important conversations. In what ways can you foster conversations on these topics going forward?

3 Concepts, Ideas and Behaviours

We covered a lot of ground in this program.

Inclusivity 101 introduced your team to core concepts and skills that they can use to promote and champion inclusivity in your workplace.

Topic Areas

- Disability: Interactions and representation
- Indigenous reconciliation
- Gender bias and sexism
- Hiring for “fit” and discrimination
- Religious discrimination
- LGBTQ2S+ identities and inclusive pronouns
- Chronic illness and accomodation

Core Behaviours

- Recognizing and challenging unconscious bias in one’s self
- Responding to bias or stereotyping in the speech and conduct of others
- Advocating for change when we see discrimination in policy or practice
- Centering the needs of others and relating empathetically
- Moving forward productively after someone is “called out” for their actions

4 Learner Experience

Snippets were more convenient than conventional training sessions



4.5

Scenarios were interesting



4.5

Your team reported having an **excellent** learner experience.

The better a learner's experience with e-learning, the greater their engagement with the content and the more likely they are to apply the concepts and insights from the program.

Your team reported that the Snippets were **convenient**, that they **liked the training**, and found the scenarios **engaging** and **interesting.**

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5 Training Impact

Made me more likely to take action if I saw a work colleague behaving in a biased way.



4.3

USER IMPACT STATEMENTS

"I happened upon a situation where someone's electric wheelchair appeared to have broken down. Thanks to my learning snippet, I knew the best approach was to ask the person if they needed help - they did not - and I felt confident knowing I'd approach the situation with the right intent AND had the right impact."

– Staff member

"The learning snippets have made me think about situations differently and how I can act appropriately in different situations"

– Staff member

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5 Training Impact

Snippets made me think about equity, diversity, and inclusion in a different way.



4.4

USER IMPACT STATEMENTS

"I'm becoming a bit more aware of actions I can take or how to better approach certain situations." (Translated)

– Staff member

Snippets increased my confidence when handling equity, diversity, and inclusion.



4.3

USER IMPACT STATEMENTS

"I intervened with a person who was making a racist comment in public." (Translated)

– Staff member

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5 Training Impact

USER IMPACT STATEMENTS

"In my conversations with candidates it has allowed me to look at things differently and improved my conversations."

– Staff member

"I certainly have a new perspective on the issues that were presented in the training. Great format - comfortable, to the point, complete on our time."

– Staff member

I am more sensitive to situations and more thoughtful about the words I am using.

– Staff member

Improved my knowledge of how to handle instances of discrimination.



You've made an important impact on your organization's culture. Your staff have experienced a shift in their motivations, attitudes and behaviours about Diversity, Equity and Inclusion.

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5 Training Impact

Snippets taught me something new.



+

Learners took an average of only

2.0 mins

per Snippet

Insights

You've meaningfully increased your team's ability to foster belonging with virtually no impact on their productivity.

What things have you heard from your team as a result of this program?

What conversations have been sparked?

6 Your Next Steps

Keep up the momentum! Belonging depends on habits and skills that require continuous practice.

As an organization here are some ways you can continue to engage your staff:

- **Keep the conversations going.**
  - Encourage managers or people leaders to reflect on their learning experience with their teams using the Program Wrap Up guide
- **Celebrate your success**.
  - Your staff has provided excellent feedback about the impact Learning Snippets has had on them both personally and professionally.
  - We recommend sharing the results of this report with your staff as you prepare for your next program.
- **Reflect on what's next.**
  - The 101 program is designed to introduce core behaviours. To reinforce learning outcomes, you may want to explore more targeted training.

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Appendix

Experience Survey Questions and Means

	#	MEAN
Rate whether you agree or disagree with the following statements		
I can use the insights from Learning Snippets during interactions with colleagues	1	4.5
Snippets were more convenient than conventional training sessions	2	4.5
The scenarios were interesting	3	4.5
Snippets taught me something new	4	4.3
Learning Snippets made me think about equity, diversity, and inclusion in a different way	5	4.4
I liked participating in equity, diversity,and inclusion training in this format	6	4.6
The Learning Snippets I completed...		
Improved my knowledge of how to handle instances of discrimination	7	4.3
Increased my desire to learn more about equity, diversity,and inclusion	8	4.2
Made me more likely to take action if I saw a work colleague behaving in a biased way	9	4.3
Increased my confidence when handling equity, diversity, and inclusion situations	10	4.3

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