

A photograph of four diverse business professionals (two women and two men) smiling and looking at a laptop screen in an office setting. The image is overlaid with a semi-transparent dark grey filter.

Diversity, Equity, and Inclusion Training Catalog

At the heart of any successful DE&I program is a comprehensive strategic plan supported by engaging learning content that propels understanding, makes an impact, and delivers results. Our DE&I training solutions drive change in your workforce. In combination, these offerings provide a blended learning environment through formats such as:

- **Self-paced eLearning**
- **Microlearning**
- **Interactive animations**
- **Conversation/reference guides**
- **Live virtual workshops**

With an emphasis on flexibility, our solutions ensure employees get the training they need whenever, wherever, and however they need it, over months or even years. From individual contributors to executive leaders, you'll find package options to address training at all levels of the organization.

Let us help you strengthen your DE&I strategy, ignite employee interest, and deliver on the full potential of your work.

Key Features:

- A flexible way of building your curriculum, boasting a multi-layered approach and a more engaging and relevant experience for employees
- Cutting-edge learning methods that increase knowledge transfer and retention
- Cost-effective programs ideal for organizations with employees spread across regions or working different shifts
- Scalable training options that meet your employees wherever they are in the employee lifecycle
- Anywhere, anytime training capable of maximizing participation

Standalone Self-Paced eLearning Courses

Affirmity's experienced team of subject matter experts create interactive eLearning training experiences that keep employees engaged, reinforce organizational values, and foster positive work environments. Courses include:

Managing Unconscious Bias

Audience: All employees

Length: 25 minutes

In this course, learners will explore how their personal biases influence their behavior, and how those biases can have a potentially harmful impact on others within the workplace. By the end of this course, learners will have a better understanding of how to manage the assumptions they make about others, and the actions they can take to counteract bias.

Principles of Diversity, Equity, and Inclusion

Audience: All employees

Length: 25 minutes

This eLearning course educates learners on the principles of diversity, equity, and inclusion as they occur in the workplace. Learners will gain an understanding of not only how the three subjects are distinct, but also how they should function in tandem in order to build an inclusive environment.

Blended Digital Learning Packages

In partnership with sister organization, GP Strategies, Affirmity offers self-paced digital learning solutions that support your programs. The following courses are provided in five consumable packages that can be used standalone or bolted together to create learning pathways that address various audience and business needs. Courses include:

Introductory DE&I Training Package

Audience: All employees

Length: 125 minutes (combined)

This introductory DE&I training package will lay the groundwork for your DE&I efforts. The course modules cover ways to explore the issue of bias, raise unconscious bias awareness, create personal inclusion goals, and more. Courses are delivered in engaging interactive eLearning and animated video formats, and include the following topics:

- Inclusion and You
- Exploring Bias
- Unconscious Bias
- Unmasking Microaggressions
- An Introduction to Neurodiversity
- Intersectionality
- An Introduction to Allyship
- The Imposter Phenomenon



DE&I Embedding Training Package

Audience: People managers

Length: 148 minutes (combined)

This package prepares your leaders to facilitate authentic and engaging team conversations that really bring the topics of inclusion, uncovering bias, and building respect to life. It combines interactive video learning with short 90-second behavioral nudges and PDF reference guides to provide your leaders with training at the point of need. Topics include:

- Core and Advanced Conversation Guides
- Career Discussion Nudge Series
- Disability Awareness
- Interrupting Bias Nudge Series
- Mental Health Awareness
- Motivating Allies Nudge Series
- Performance Management Bias
- Performance Management Nudge Series
- Psychological Safety Nudges
- Accommodations and Reasonable Adjustments
- Recruitment Bias
- Recruitment Nudge Series
- Work Allocation Bias

LGBTQ+ Package

Audience: All employees

Length: 30 minutes (combined)

This series of pragmatic and engaging short animations educates employees on the basics of the acronym and promotes deeper understanding and awareness. It also discusses how to become an ally to individuals in this group and answer many of the questions employees may be afraid to ask. Specific courses include:

- LGBTQ+ Explained
- Being Bisexual—An Introduction to Bisexual People
- Transgender—An Introduction to the Transgender Community
- Non-Binary Gender
- Introducing Pronouns
- LGBTQ+ Allyship



Blended Working Package

Audience: Individual Contributors and People Managers

Length: 25 minutes (combined)

This package consists of a series of six short animated videos that will suggest new ways for managers and employees alike to maintain engagement wherever they work. Topics consist of the following:

- Introduction to Blended Working Environments
- Effective Blended Working for Employees
- Facilitating Blended Team Meetings
- Leading Blended Teams
- Time Management for Virtual Working
- Virtual Interviewing

Employee Resource Group Toolkit Package

Audience: ERG leaders and members

Length: 35 minutes (combined)

Available as a series of animated video microlearnings or as a PDF booklet, the Employee Resource Group (ERG) toolkit package takes the learner through a series of core ERG subjects. This toolkit includes practical recommendations, case study examples, and core theories that learners can work through in bite-sized modules at their point of need. Topics include:

- ERG Healthcheck
- Intersectionality and Multiple Identities
- Digital Environments
- Meetings and Events
- Strategic Alignment



Personalized Live Virtual Training Packages

Through our partnership with Bundle, Affirmity provides one-on-one or small group (up to six people) live virtual sessions, allowing personalized DE&I training tailored to individual needs. These interactive and dynamic sessions offer employees a safe space for vulnerability, exploration, and personal growth—while boosting engagement, retention, and results.

Foundations for Inclusivity Program

Audience: All employees

Length: 180 minutes (combined)

This starter program, consisting of three 60-minute live virtual sessions, educates your entire team on crucial DE&I concepts, ensuring every employee plays a role in building a truly inclusive workplace. Sessions include:

- Widening Your Workplace Lens: Understanding and Addressing Unconscious Bias
- Foster a Culture of Belonging
- Inclusion Starts with I: Unleash the Power of Diversity

Advanced DE&I Advocacy Program

Audience: All employees

Length: 180 minutes (combined)

Turn DE&I principles into a core part of your organizational DNA for a sustainable future. This program consists of three 60-minute live virtual sessions including:

- Grow an Inclusive Mindset
- Connecting Generations and Age Gaps
- Communicating With Sensitivity

Live Virtual Workshops

Our DE&I workshops help encourage learner curiosity, collaboration, and engagement. Delivered by Affirmity's subject matter experts, we tailor our discussions to the specific needs of your organization and your audiences: from executive level, to individual contributors, to specific specialties on which the success of your DE&I initiatives hinge.

Employee Resource Group Leadership Workshop

Audience: ERG leaders, sponsors and members

Length: 60 or 90 minutes

This workshop ensures you can get the most out of your ERG program investment—while maximizing ROI. This one-hour workshop helps learners understand the impact that an effective ERG can have, how to develop an effective ERG strategy, and how to increase membership and track metrics.

Interested in Viewing or Learning More About a Course?

Contact us now on our website, reach us via email at info@affirmity.com, or call toll-free at +1 800-782-1818.



About Affirmity

Affirmity provides a robust portfolio of software, consulting services, and blended learning solutions that help global enterprise and mid-market companies build inclusive workforces so that they can experience long-term business value, while minimizing workforce compliance risk, from their DE&I and affirmative action programs.

Drawing on more than 45 years of experience, our software, learning solutions, and team of experts guide HR, diversity, and compliance teams to easily analyze diversity across the organization, identify gaps and insights into causes, establish and execute goals, and continually track DE&I and affirmative action program effectiveness over time.

A part of **Learning Technologies Group plc (LTG)**, Affirmity serves more than 1,100 organizations.

For more, visit affirmity.com.