Inclusion Training Catalog

At the heart of any successful inclusion program is a comprehensive strategic plan supported by engaging learning content that propels understanding, makes an impact, and delivers results. Our inclusion 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 inclusion 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

affirmity.com

affirmity

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.

Inclusive Workplace: Principles, Practice & Impact
Audience: All employees
Length: 20 minutes

Introduce employees and leaders to the core principles of opportunity, diversity, inclusion, and intersectionality. This eLearning course offers clear strategies for recognizing barriers, reducing emotional tax, and supporting fair access to professional and personal growth, helping organizations build a more inclusive and connected workplace culture.

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 training package will lay the groundwork for your 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 inclusion 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 Inclusion 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 inclusion 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 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 digital learning solutions that help global enterprise and mid-market companies foster a positive workforce culture through nondiscrimination and merit-based employment practices. All solutions align with legal standards while minimizing workforce compliance risk.

Drawing on 50 years of experience, Affirmity guides HR and workforce compliance teams to easily analyze and benchmark workforce data. These critical data-driven insights ensure employee selection and compensation processes are fair, equitable, and compliant.

A part of **Learning Technologies Group (LTG)**, Affirmity serves 25% of all Fortune 100 companies and has an average client base tenure of 12+ years.

For more, visit **affirmity.com**.