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Thank you for joining us.
The webinar will begin soon.

Before We Begin

- All attendees are in listen-only mode. If you run into any audio issues during the webinar, please try another method of listening in, such as your computer audio or calling in by phone.
- All registrants and attendees will receive a link to the recorded version of this webinar in a follow up email.
- If you have questions during the presentation, please let us know by typing your question into the question section. We will address these at the end of the presentation.

Presenters

George Homer

Vice President, Corporate DE&I and Harassment Prevention

Dr. Carmen Poole

Director of Learning Experience

Scott Rise

Vice President

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WEBINAR

NEW APPROACH TO DE&I TRAINING

WEDNESDAY

February 8th, 2023

11 AM PT | 2 PM ET

Our Time Together

- About Vector’s New Premium DEI and Harassment Prevention offerings
- How a value-based and learner-centered approach to training makes a difference
- How the training utilizes practical debiasing techniques known to be effective in reducing and managing common social and psychological barriers
- How the training aims to build empathy and encourage connection that empowers employees to actively interrupt problematic habits and consider the benefits of becoming better allies

Today's Agenda

- Introduction
- About the Creators
- About the Courses
- About the Technology
- Live Q&A
- Next Steps

About Impactly

Impactly, a Vector Solutions company, provides state-compliant sexual harassment prevention training and Diversity, Equity and Inclusion training for hundreds of large and midsize organizations.

getimpactly.com

ABOUT THE CREATORS

The Team Behind the Tech

About the Creators

JEREMY BECKMAN

Product Manager

Jeremy has spent the last 10 years telling stories, designing, and coding instructional interactivity, and leading teams in the creation of award-winning learning experiences that strive to change behavior and improve performance. He has built training for Stanford, Airbnb, Yale, Guidewire, Namely, Harvard, Coca Cola, and Booz Allen Hamilton.

CARMEN POOLE, PhD

Director of Learning Experience

As a researcher and author, Dr. Poole develops curriculum and assists in the design of inclusion-oriented learning experiences. She earned her PhD from the Department of Social Justice Education, at the Ontario Institute for Studies in Education (OISE), University of Toronto.

ABOUT THE COURSES

About the Courses

- The Courses
- Instructional Approach
  - "Doing" DEI
  - Values-based
- Course Design
  - Decision-making
  - Empathy-building

DE&I Training Overview

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Diversity, Equity & Inclusion

Type: Foundation Training
Duration: 35 mins
Audience: All employees

Delivery: Complete!

Microaggressions in the workplace

Type: Expanded Training
Duration: 15 mins
Audience: All employees

Delivery: Complete!

Inclusive Hiring

Type: Expanded Training
Duration: 20 mins
Audience: Supervisors

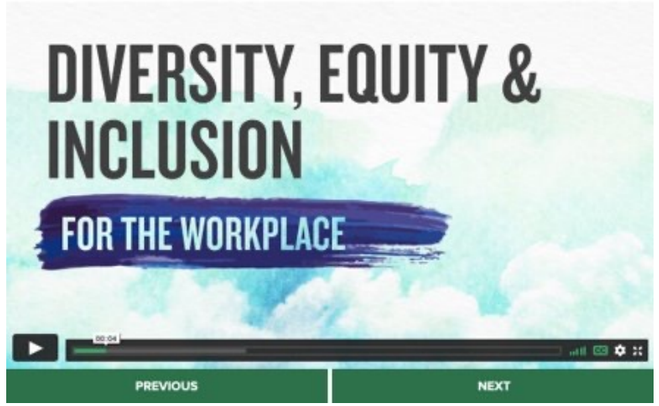
Delivery: Complete!

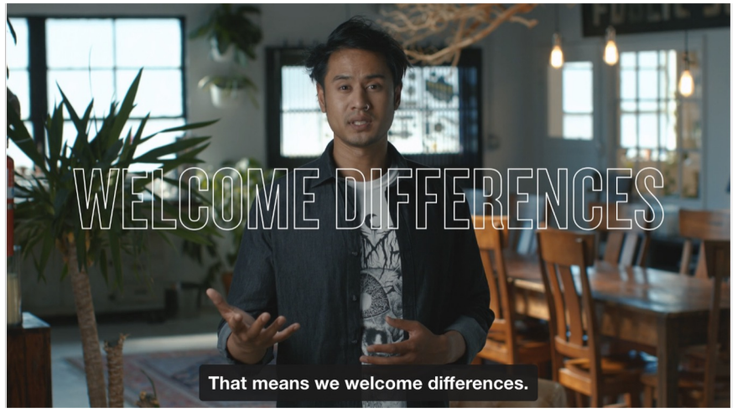
Unconscious Bias in the Workplace

Type: Expanded Training
Duration: 15 mins
Audience: All employees

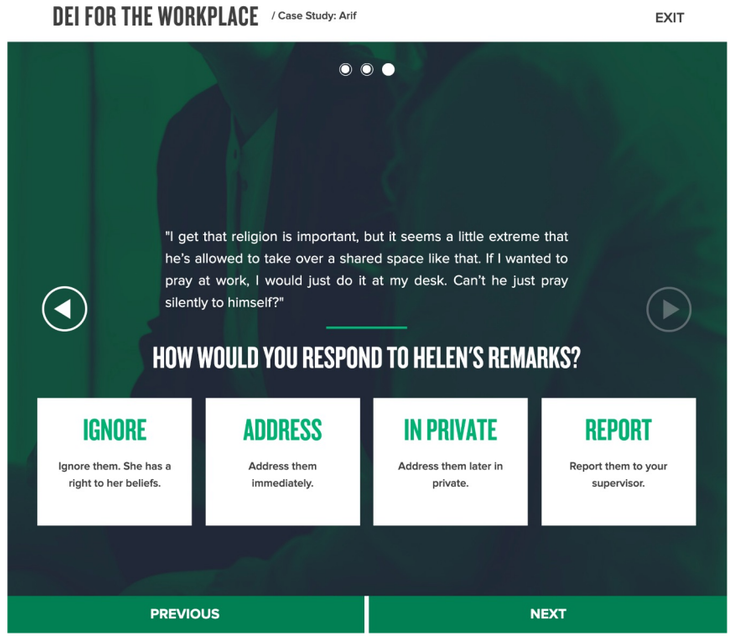
Delivery: Complete!

INSTRUCTIONAL APPROACH





A values-based and learner-centered approach to training.



COURSE DESIGN

WHEN YOU COMMIT A MICROAGGRESSION

YOU CAN CALL PEOPLE OUT OR YOU CAN CALL PEOPLE IN

YOUR CHOICE SHOULD DEPEND ON:

Who you are

Who is being targeted or excluded

Who is speaking

Who else is listening or watching

CALLING PEOPLE OUT:

Usually an immediate nd vocal opposition or correction to harmful words or actions.

It's confrontational and critical.

It can result in unproductive confrontations and defensiveness depending on how it's done.

Harder to do when you're the target.

Easier to do when acting as an ally.

CALLING PEOPLE IN:

Can be done to address comments in the moment, but encourages immediate and ongoing conversations.

Is confrontational, but considers positive intent first.

Holds people accountable and asks questions.

An effective way to intervene while promoting reflection.

HOW TO CALL PEOPLE IN/OUT SUCCESSFULLY

ACCEPT THE CHALLENGE.

Find comfort in discomfort. Change requires some risk.

SET APPROPRIATE EXPECTATIONS.

Change doesn't happen overnight. Set an enduring goal to interrupt and educate with respect.

CONSIDER THE ENVIRONMENT.

Keep things constructive. Your decision to call someone in or out should account for who's speaking and who may be watching.

– WHAT TO DO IF YOU GET – CALLED IN

BE GRATEFUL:

Acknowledge that when someone calls you in they are giving you the gift of wisdom and feedback. **They respect you, believe that you are capable of growth, and they want to invest their energy in you.**

PAUSE:

We may want to react defensively if someone calls us in for our beliefs or behaviors. **Resist the urge to react and try to respond thoughtfully instead.**

THINK:

Think about where that belief or behavior came from. Sometimes we hold onto beliefs without challenging them. **Do some research.** If you can, speak to people or read firsthand accounts from those who are impacted by your beliefs or actions.

ACT:

Work on changing your attitude or behavior on the issue. Recognize that it might take time to retrain your thinking and change your behaviors, but we are all capable of growth.

A REAL CREDIT

During review time, Darla was extremely pleased to be able to tell Darnell he was getting a raise and a promotion. He'd worked hard and definitely deserved the recognition. "Darnell, you've done the work and it shows. We're so glad to have you here and you've earned this. You're brilliant and I hope you love it here. You're a real credit to your race. Congratulations." How should Darnell respond to Darla's remark?

CALL OUT

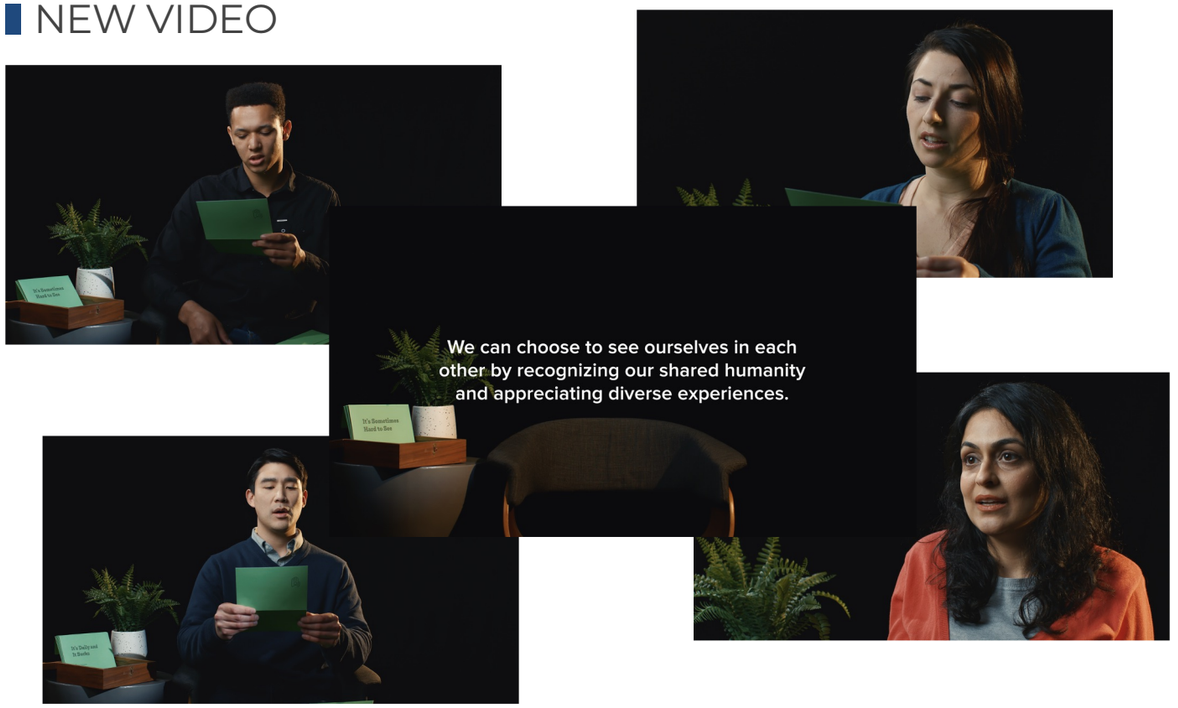
"A credit to my race?! What is that supposed to mean? I didn't know I was here representing all black people. I find that very offensive, Darla."

CALL IN

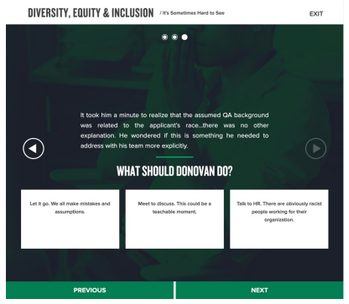
"I'm not sure if you meant to say what you said Darla, but I'd be interested in understanding what you intended to communicate when you said I was a credit to my race. How do you think I would respond to that statement?"

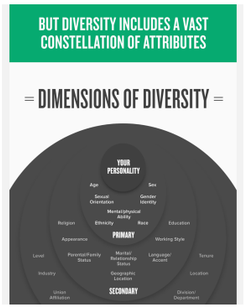
BROCHURE

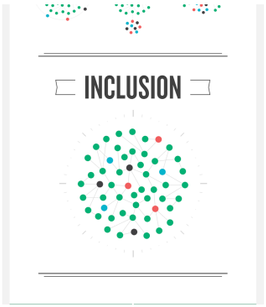
NEW VIDEO



SCENARIOS/INFOGRAPHICS



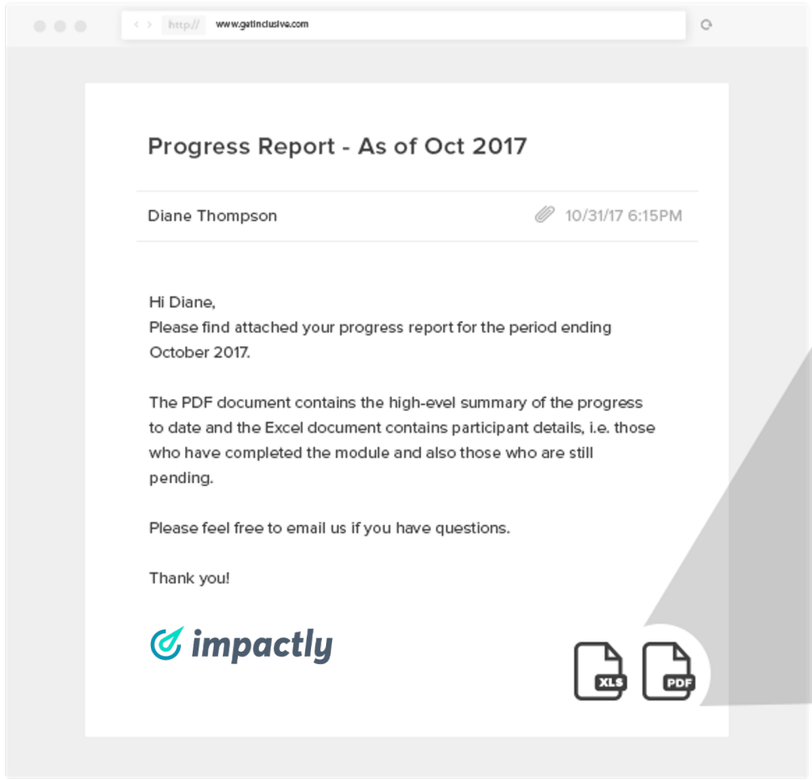


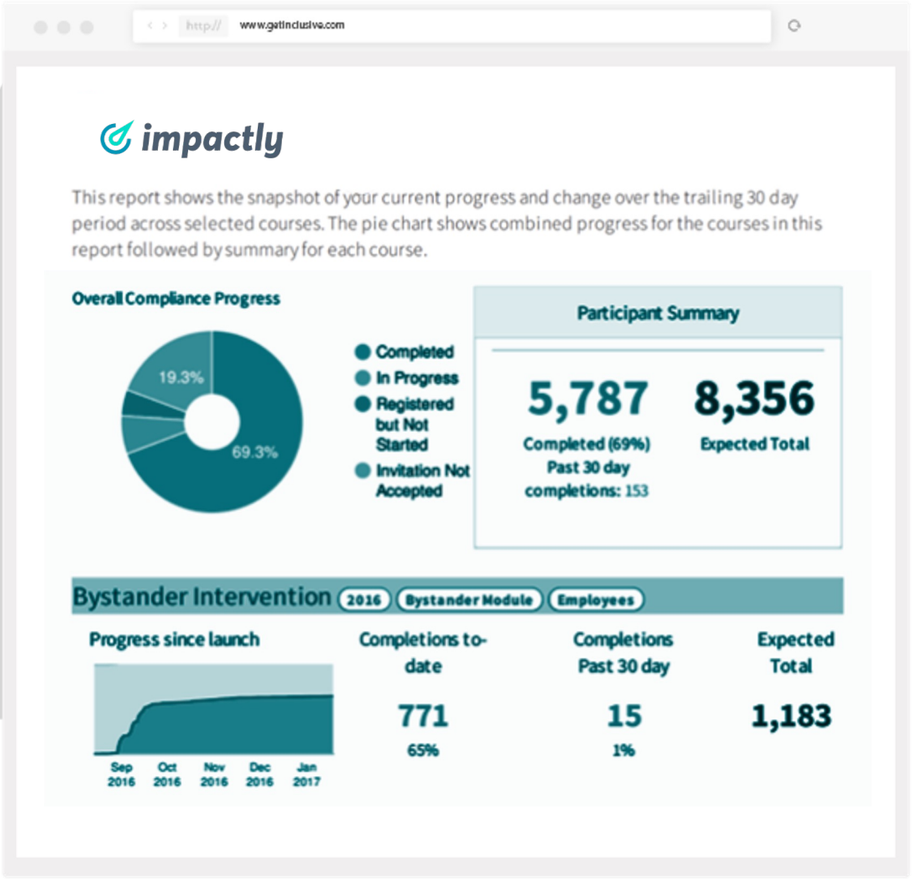


ABOUT THE TECHNOLOGY

Tracking & Reporting

Monthly Report: emailed to designated administrators.





The Excel spreadsheet contains a report of completions and those still in progress

Rapid Integrations - Automations Roadmap

"Would you be using your LMS or Ours?"

Organization LMS

SCORM Integration

1. Participant list (**FTP** Integ) not required
2. **Email** Delivery options - not required
3. **SSO** - highly recommended

- **SSO - Further secure**

Impactly LMS

*"How will you send us the **participant list?**"*

- Manual excel / copy/paste (manual assignment)
- Automated **FTP Integration** (automated course assignment, automated invitations)

*"How will we **deliver emails?**"*

- @getinclusive.com
- From @youcampus.edu (**premium email integration)**

*"How will participants **access the training?**"*

- Our direct link (one link per module, password-less)
- **Single-signon Integration** (single link to rule them all, auto provision, auto assignment)

Accessible on all devices

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Q&A

Note: If your question doesn't get answered during the allotted time,
we will follow up by email.

Schedule a live demo

getimpactly.com/demo

hello@getimpactly.com

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Thank You!