Training Learning Pathway

Objective:

To promote unbiased, inclusive training practices and to recognize and address potential biases in the creation and delivery of training materials.

Target Audience: Trainers, facilitators, HR professionals, and anyone responsible for delivering organizational training.

Instructions:

1. Begin by watching videos that explain the core concepts of unconscious bias and inclusion.
2. Follow up with articles that provide in-depth examples, tools, and strategies for creating inclusive environments.
3. Apply what you've learned by reviewing case studies and real-world examples of inclusive practices in action.
4. Take the time to reflect on the strategies to ensure broad, fair participation within community engagement efforts.

Title	Description	Modality	Duration	Link
Dealing with Unconscious Bias	Discusses how engagement efforts can unintentionally exclude certain groups and provides neutral strategies for broad, fair participation.	ARTICLE	7 minutes	Read Here
Unconscious Bias: 18 Examples and How to Avoid Them in the Workplace	Provides 16 examples of unconscious bias and tips for reducing them.	ARTICLE	20 minutes	Read Here
What is Unconscious Bias?	Explains what unconscious bias is and how to become aware of your own biases.	▶	3 minutes	Watch Here

Title	Description	Modality	Duration	Link
Belonging, A Critical Piece of Diversity, Equity & Inclusion (TEDx Talk by Carin Taylor)	Explores why belonging is a key focus for leaders in DEI.	(YouTube video)	16 minutes	Watch Here
19 Unconscious Biases to Overcome and Promote Inclusivity	Explores different types of biases, how they surface at work, and strategies to avoid them.	ARTICLE	16 minutes	Read Here
11 Examples of Unconscious Bias in the Workplace	Discusses various biases such as name, racial, gender, and anchoring bias, along with strategies to mitigate them.	ARTICLE	5 minutes	Read Here
Takeaways to Know From Unconscious Bias Training	Key points include recognizing bias in the employee lifecycle, leadership's role, qualified facilitators, and integrating unconscious bias training into a DEI framework.	ARTICLE	8 minutes	Read Here
Avoiding Bias in Learning Experience Design	Discusses eliminating biases in instructional design with best practices like diverse images, realistic scenarios, cultural respect, and accessibility.	ARTICLE	5 minutes	Read Here

Title	Description	Modality	Duration	Link
Fairness Metrics in AI: Your Step-by-Step Guide to Equitable Systems	Fairness in AI is essential to ensure that your models don't unintentionally harm certain groups and that they work for everyone.		10 minutes	Read Here
Digital Accessibility in L&D: 6 Best Practices	Prioritizing digital accessibility in learning and development ensures equitable access to high-quality learning experiences for all, regardless of ability.		8 minutes	Read Here
Six Steps to Creating Inclusive Training	Six key steps: offering varied formats, seeking diverse input, examining personal biases, and other strategies to foster inclusivity.		6 minutes	Read Here
Navigating the Path to Drive Inclusion: Key Considerations for Training Rollouts	Emphasizes aligning DEI training with business goals and tailoring content for lasting change.		6 minutes	Read Here

Estimated Total Time: 110 minutes