



RE:WORK TRAINING
CORPORATE
D&I PROGRAM



OBJECTIVE

re:work training's Corporate Diversity & Inclusion Program is designed to meet the unique needs of your company and provide tailored solutions that will ensure the long-term success of both your diverse employees and your organization's overarching business objectives.

Because diversity and inclusion affects everyone and not just a single department, re:work's Corporate D&I Program includes customized educational resources for all employees - from associates and junior staff, hiring managers and team leaders, to C-suite executives.

Our team of certified D&I consultants will start by uncovering the state of your organization's diversity and inclusion, creating a unique D&I Success Plan that encompasses interactive training sessions, recommendations for more equitable and inclusive practices, development of employee resources, such as ERGs and corporate volunteer programs, and KPIs to measure the performance of your company's efforts.

Because creating workplaces that are truly diverse, equitable, and inclusive takes time and must be nurtured, our work does not consist of a simple day long training and shiny certificate.

Depending on your organization's needs and budgetary constraints, our programming takes place over the course of 6 months minimum, or up to 3.5 years and beyond. No matter the breadth of your company's D&I Success Plan, our team will provide hands-on support through every step of the process.



PROGRAM BREAKDOWN

Smart D&I Employee Training

Your D&I Success Plan will include training sessions for all relevant teams and leadership that will cover the following topics, customized for your company's specific needs:

- Unconscious Bias
- Anti-racism
- Working on Diverse Teams
- Cultural Awareness & Sensitivity
- Combatting Stereotypes
- Understanding & Preventing Microaggressions
- Gender, Identity, & Preference Equality
- Creating Inclusive Environments
- Leading with Empathy & Emotional Intelligence
- Having Difficult Conversations
- Diversity in Hiring & Retention
- Managing Diverse Teams
- Implementing D&I Best Practices
- Identifying & Correcting Bias in Others/Conflict Resolution
- Harassment / EEO / ADA

Contrary to how other D&I Programs typically operate, our training programs will be administered throughout the course of our work together and not upfront. Which training programs our team recommends depends on the results of your company's Initial Evaluation and findings from bimonthly and quarterly check ups.

Our interactive training programs are half-day long sessions provided to up to 25 employees at a time.



BETTER METHODS FOR A BETTER WORKPLACE

Better Methods for a Better Workplace

Your D&I Success Plan will also include recommendations and implementation methods to support your company's diversity and inclusion through improved recruitment, engagement, and retention practices, such as:

- Improving Applicant Tracking Systems
- Re-Evaluating & Revising Job Descriptions
- Standardizing the Interview Process
- Implementing Unconscious Bias Accountability Criteria for Hiring Managers
- Development of Employee Volunteer & Corporate Social Responsibility Programming
- Development of Employee Resource Groups & D&I Task Force

Measuring Success

Successful and sustainable diversity and inclusion will not look the same at every company. Our team will work with you to create performance metrics and benchmarking based on the following factors:

- Diversity at Every Level
- Engagement
- Belonging
- Fairness
- Opportunities & Resources
- Voice
- Decision Making
- Contribution to Broader Purpose

We measure the effectiveness of your organization's D&I Success Plan over a 3-year period, because real progress takes time. Working closely with HR, your company's new D&I task force, and leadership to conduct quarterly checkups, our team will create comprehensive reports showing where your diversity and inclusion are improving and where you need additional resources.



CASE STUDY: DOES IT WORK?

Case Study 1: Media Company

Total Employees Organization-Wide: 5000+

Location: Global

Dealing with a large, global company means starting off with smaller groups to determine best practices for that particular organization before applying it on a wider scale. For this particular company, we are working with 2 departments totaling 135 employees.

Primary Pain Points:

- Lack of diversity on the teams
- Lack of diversity in leadership
- Low retention rate of Black employees

Top Priorities:

- Hire employees of diverse backgrounds
- Promote leaders that are representative of marginalized communities
- Improve retention rate of Black employees

Top Recommendations:

- Identify alternative recruitment sources outside of traditional practices
- Standardize process for promoting team members, including the benchmarks that must be met in order to be considered for a promotion
- Establish a welcoming team culture that values the input and feedback of all members

Conclusion/ Outcome:

For Department 1 (Editorial Design), we are almost a year into establishing these initiatives. Although switching to remote work as a result of COVID initially slowed down the process, we are now beginning to see the results.

- Of 4 open staff positions this year, 2/4 were filled with women of color. One position was a senior role with direct reports, which has been filled with a Black woman.



- As of Summer 2020, team engagement rate has increased by 35%. Now, the team is at 48%. This was measured by attendance in meetings/team activities, ideas and projects pitched by team members, and the number of employees actively participating in these meetings/activities.
- Since these initiatives began, the department has not had any resignations from team members of diverse backgrounds.
- Department 2 has been undergoing these D&I initiatives for 6 months and thus, the full extent of progress has yet to be seen. However, the following improvements are acknowledged:
 - A standard criteria has been established for leading special projects, resulting in increased participation from women of color on the team (33% of WOC participated compared to 0% the past 2 years).



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