

# New Curated Content on Diversity, Equity, and Inclusion (DEI)

# Build an Equitable Workplace

Customize and recommend new LinkedIn Learning curated DEI content matched to your learning and organizational DEI objectives.

#### Role of L&D and HR in DEI Learning

DEI continues to be a top priority for organizations globally. L&D and HR Professionals play a weighty role in DEI strategy. Our most recent Workplace Learning Report shows 55% of L&D teams own or share responsibility for the DEI strategy of their organizations. But these programs are not one-size-fits-all.

#### Why LinkedIn Learning for DEI

Through one of the most expansive online DEI learning libraries (475+ courses across 7 languages), LinkedIn Learning gives organizations and people the ability to curate their own DEI learning journeys based on their unique goals. We have invested significantly in DEI over several years (introducing 130+ new courses in the last year alone). This is because learning DEI skills is a clear need to drive DEI objectives forward and create more equitable workplaces (RedThread DEIB Skills Report 1, 2). LinkedIn learning did not stop at developing courses.



#### New Curated DEI Learning Paths

To drive organizations and learners to engage actively in their DEI learning journeys, LinkedIn Learning is releasing 6 new learning paths matched to common DEI learning and organizational objectives.

These learning paths make it easy to recommend learning to employees or to customize to fit your specific organizational learning needs, like creating an inclusive culture, inclusive leadership training, and hiring diverse talent.

Employees can learn from top thought leaders and experts through these learning paths, including Pat Wadors (CPO at Procore), Kenji Yoshino (NYU Professor), Kwame Christian (Director of the American Negotiation Institute), and Amy Edmonson (Harvard Professor).

#### Even more curated DEI content

To continue the momentum of these learning paths, explore and recommend our additional curated content:

- "Equity Week" (Aug. 15-18) Office Hours events hosted by LinkedIn Learning Instructors
- DEI Monthly Learner Challenges
- On-demand <u>DEI Multilingual Content</u>
   <u>Mapping</u> with LinkedIn Learning's 475+ DEI courses curated by skills and competencies.

Explore new DEI learning paths and additional curated DEI learning content.

#### Table of Contents

- <u>Create an Inclusive Work</u> <u>Culture</u>
- <u>Manage Diverse and Inclusive</u> <u>Teams</u>
- Recruit Diverse Talent and Promote Equitable Hiring
- <u>Lead Inclusive Teams and</u> Organizations
- <u>Drive Organizational Change</u> for DEI
- Allyship and Advocacy Across
   Our Differences
- <u>Diversity, Inclusion, and</u> Belonging for All
- <u>How to Engage Meaningfully in Allyship and Anti-Racism</u>
- Additional Curated DEI Learning Content





# New Curated DEI Learning Paths



## Create an Inclusive Work Culture

(3hr 40m)

Learn how to drive diversity and inclusion efforts in your organization to create allyship opportunities and a safe space for employees, to build a community where collaboration, creativity, and innovation can thrive.

Audience: Leaders and Managers

#### Learning Objectives:

- · Learn to foster an inclusive work culture.
- Develop skills to support colleagues from underrepresented groups.
- Identify opportunities to drive meaningful change in your organization.

#### **Curated Courses:**

- Inclusive Mindset for Committed Allies
- How to Support Colleagues from Underrepresented Groups
- Develop Interpersonal Skills for Inclusive Workplaces
- Cultivating Cultural Competence and Inclusion
- Driving Change and Anti-Racism
- Creating a Positive and Healthy Work Environment



### Manage Diverse and Inclusive Teams

(4hr 38m)

Learn how to lead diverse teams effectively by identifying the right talent, leveraging your team's differences, and fostering a culture of inclusion and belonging.

Audience: Leaders and Managers

#### Learning Objectives:

- Learn to build inclusive and diverse teams.
- Develop skills to foster inclusion in your community.
- Identify allyship opportunities for your team/ organization.

- · Leading Your Org on a Journey of Allyship
- Building Inclusive Work Communities
- · Managing a Diverse Team
- · Skills for Inclusive Conversations
- Recruiting Diverse Talent as a Hiring Manager



# New Curated DEI Learning Paths



# Recruit Diverse Talent and Promote Equitable Hiring

(4hr 15m)

Discover best practices and strategies to make your recruiting, interviewing, and hiring practices more inclusive, equitable, and authentic.

Audience: HR, TA, and Hiring Managers

## Learning Objectives:

- · Learn to counter bias in recruiting.
- Develop a more diverse hiring strategy.
- Identify biases that may be impacting your decision process.

#### **Curated Courses:**

- Diversity Recruiting
- Recruiting Diverse Talent as a Hiring Manager
- Uncovering Unconscious Bias in Recruiting and Interviewing
- Fair and Effective Interviewing for Diversity and Inclusion
- · Employee Experience



# <u>Lead Inclusive Teams and</u> <u>Organizations</u>

(4hr 13m)

Learn how to recognize the business need for DEIB, address your own biases, and foster a culture of inclusion and belonging.

Audience: Leaders and Managers

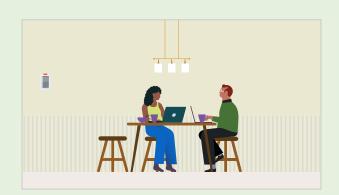
#### Learning Objectives:

- Identify the value of diversity to an organization.
- · Learn to create an inclusive workplace.
- · Address biases that may impact organizational culture.

- · Confronting Bias: Thriving Across Our Differences
- Inclusive Leadership
- · Fostering Belonging as a Leader
- Psychological Safety: Clear Blocks to Innovation, Collaboration, and Risk-Taking
- · Adding Value Through Diversity
- · Addressing Unconscious Bias as a Leader



# New Curated DEI Learning Paths



## <u>Drive Organizational Change</u> for DEI

(4hr 25m)

Discover ways to effectively lead diversity efforts at work, drive organizational change, foster a more inclusive culture, and win hearts and minds in the process.

Audience: Leaders and Managers

## Learning Objectives:

- Learn the value of a diverse and inclusive organization.
- Develop the skills to advocate for change.
- · Identify opportunities for DEI training programs.

#### Curated Courses:

- Advocating for Change in Your Organization
- Diversity and Inclusion in a Global Enterprise
- Be an Inclusive Organization People Won't Leave
- · Getting a Seat at the Table and Making it Count
- Rolling Out a Diversity and Inclusion Training Program in Your Company
- A Guide to ERGs



# Allyship and Advocacy Across Our Differences

(5hr 30m)

Learn about the challenges that can arise in diverse working environments and how to support and accommodate the needs of underrepresented groups (URGs).

Audience: Leaders and Managers

#### Learning Objectives:

- · Learn to be an ally for all employees and colleagues.
- · Learn ways to talk about race, gender, ability, and culture.
- Identify opportunities to support employees with disabilities.

- Becoming an Ally to All
- Difficult Conversations: Talking About Race at Work
- Developing Cross-Cultural Intelligence
- Understanding and Supporting LGBTQ+ Employees
- Supporting Workers with Disabilities
- Understanding and Supporting ADHD Colleagues in the Workplace
- · Using Gender Inclusive Language



# Existing Top Performing

# Updated DEI Learning Paths



# <u>Diversity, Inclusion, and</u> <u>Belonging for All</u>

(6hr 2m)

This learning path reviews best practices on diversity, inclusion, belonging, and equity—leaning into cultural humility, allyship, and more.

#### Audience: General for All

## Learning Objectives:

- Connect diversity, inclusion, equity, and belonging.
- Engage in allyship with colleagues and peers.
- · Connect with a truly inclusive mindset.

#### **Curated Courses:**

- · Diversity, Inclusion, and Belonging
- Inclusive Mindset
- Unlocking Authentic Communication in a Culturally-Diverse Workplace
- Confronting Bias: Thriving Across Our Differences
- Communicating about Culturally Sensitive issues
- Equity First: The path to Inclusion and Belonging
- · Becoming an Ally to All



# How to Engage Meaningfully in Allyship and Anti-Racism

(3hr 52m)

In this learning path, experts teach you the foundational skills—mindset, communication, and advocacy—you need to be an effective ally and champion for anti-racism in your organization.

#### Audience: General for All

### Learning Objectives:

- Identify bias, prejudice, discrimination, and oppression.
- Apply a framework to spark constructive dialogue about race.
- · Advocate for a more inclusive environment.

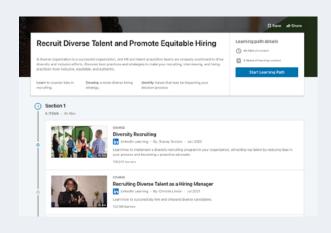
- · Leading Your Org on a Journey of Allyship
- Inclusive Mindset for Committed Allies
- · Becoming an Ally to All
- How to Support Colleagues from Underrepresented Groups
- · Driving Change and Anti-Racism
- Understanding and Supporting Asian Employees
- · How to Speak Up Against Racism at Work



# Additional Curated DEI Learning Content

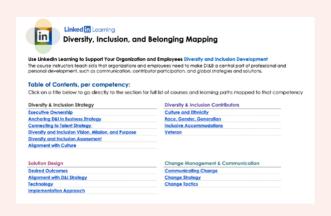
## More Updated DEI Learning Paths

Boost learner engagement and promote equity by customizing and recommending <u>pre-curated DEI</u>
<u>Learning Paths</u>



## Multilingual DEI Content Mapping

LinkedIn Learning has one of the most comprehensive and expansive online DEI learning libraries, with 475+ courses across 7 languages. Discover curated content that aligns with diversity, equity, and inclusion competencies and supports the needs of all employees.



# Equity Week: Live Office Hours Series

August 15-18, 2022 – LinkedIn Learning presents "Equity Week," a series of four live Office Hours. Gain insights from LinkedIn Learning instructors on today's most pressing DEI topics, including promoting equitable hiring, creating inclusive workplace culture, and more (session recordings will be available).

## New DEI Monthly Learner Challenges

Boost learner engagement and promote equity with curated bite-sized content. Start quickly with our playbooks and learner calendar, or customize them to fit your needs.



# Check out additional LinkedIn DEI Content and Resources

- · LinkedIn Learning Customer Success Center Content Corner
- · LinkedIn Learning Blog and Talent Blog
- · LinkedIn Diversity, Equity, and Inclusion Resource Hub