

# Diversity & Inclusion learning journey

## Creating an inclusive mindset



### Why diversity and inclusion matters

Recent research shows that businesses benefit from both inclusion and diversity, ensuring equal opportunities for all employees. How?

- Diverse businesses create better outcomes
- Diverse teams are more innovative and create more value
- Firms who have inclusion and diversity as a business priority improve their reputation and brand
- Inclusive organisations have access to a bigger talent pool and employees feel more engaged

So, there is a clear upside to more inclusion within organisations. To become more inclusive, organisations should take action to build D&I competencies and capabilities in the workforce. And one way is to offer diversity and inclusion training programs to employees.

### How can we help your organisation to become more inclusive and diverse?

We have designed a self paced learning program for our clients: the D&I learning journey. This learning journey takes your employees on a Diversity and Inclusion development path. The content in this learning path is based on our internal PwC global D&I program and creates a foundation for the behaviors and skills critical to harnessing the power of diversity, and working and leading successfully across differences. We have adapted our learning journey to make it relevant to organisations within different industries and employees with varying backgrounds. Of the PwC employees who have completed the program:

- 92.6% reported an improved ability to practice more inclusive behaviours day-to-day.
- 92.6% said the learning will help strengthen PwC's culture of inclusion and belonging.



### Our solution

The online blended learning program consists of several components that provide new insights on D&I. The content is sequenced and consists of various self paced learning interventions: employees learn at their own pace. Learning interventions such as videos, articles and quizzes are offered via our platform. It provides information on D&I and encourages employees to **reflect** on their own behaviours and focus on what **matters to them**. The bite size learning interventions make it easier to **learn continuously** over a period of time and to **integrate** those lessons into their daily activities.

### Diversity & Inclusion learning journey: overview blended learning program and objectives



For even more impact, consider expanding the program by adding peer learning and facilitated learning to the online blended learning program.

- **Peer learning:** employees learn with and from each other by working on assignments or engaging in discussion in groups of colleagues.
- **Facilitated learning:** learning in groups with colleagues, facilitated by one of our experienced D&I expert facilitators. Get first-hand, eye opening insights in your personal experiences and inclusivity barriers & opportunities. And, together, identify actions that you can take to increase awareness in your daily work.

Feel free to contact us to discuss how these in person learning experiences can be incorporated in a D&I learning journey for your organisation.

# What will you gain from this learning journey?

This learning journey is relevant for organisations that want to work towards a more inclusive culture. Employees with different backgrounds in terms of work experience, expertise and education can build awareness of concepts that foster inclusive mindsets and behaviours. They learn to recognise how intersectionality, unconscious bias, privilege and micro-inequities can potentially impact individual experiences. They will value what makes each person unique, be more intentional about the diversity of their networks and build authentic relationships through greater curiosity and empathy.

## Why PwC? We walk the walk and talk the talk

We're an organisation that leads with the heart and we prioritise our people. This is why we're focused on fostering a culture of belonging and equity where a diverse community of solvers can thrive and feel like they truly belong. To support this, we have rolled out our own Inclusive Mindset learning experience which serves as the basis for this D&I learning journey. This learning program encourages our people to enhance their ability to listen to those around them, learn from the experiences of others, and to create change through their everyday actions.

*'I have had quite a few eye openers already and am curious to learn more. One of the quotes I already love: "we need to look through our differences to find equality within them".'*



The content of the D&I learning journey is sequenced and consists of various self paced learning interventions. The mix of learning interventions allows employees to **reflect**, but also gives them the opportunity to **focus on what matters to them**. Bite size learning interventions make it easier to **learn continuously** over a period of time and to integrate those lessons into their **daily activities**.

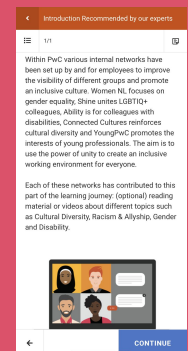
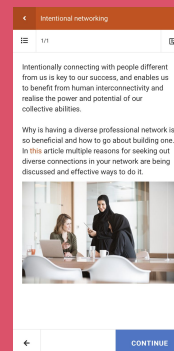
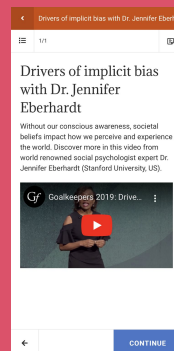
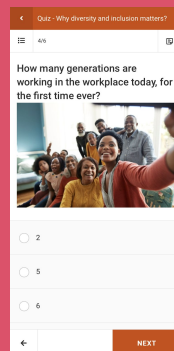
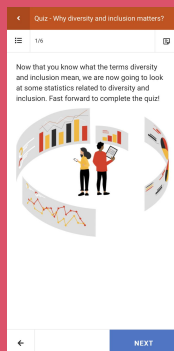
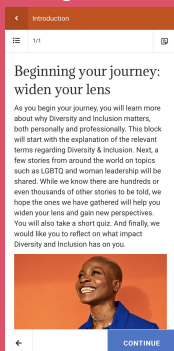
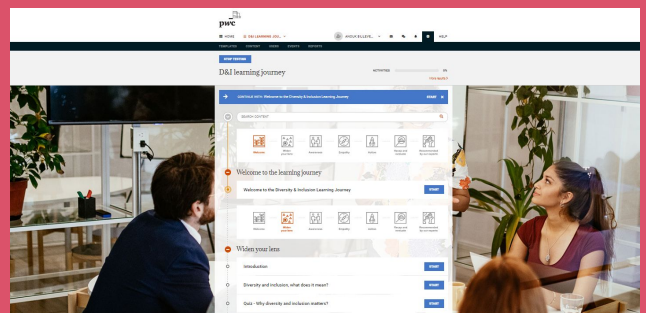
## Benefit from using our learning platform

- **Intuitive:** learners can focus on learning
- **Supportive:** learners receive feedback on their progress
- **Available any time:** learners learn when it suits them, at their own pace
- **Accessible:** use a computer, laptop or mobile device to access the learning journey
- **Engaging:** offer a mix of activities such as videos, quizzes, assessments, and (virtual) facilitated learning

Learn at work or from the comfort of home on a computer or laptop



Learn on the go using your mobile device



Interested in a demonstration of the online journey? Want to know more about tailoring the learning journey to the specific needs of your organisation? Give us a call or send us an email. We are excited to work with you on increased inclusivity in your organisation.

Please feel free to contact us for more information:



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