

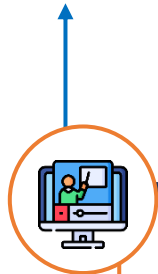


# Building an Inclusive Learning Culture: Strategies for **Diversity, Equity,** and **Inclusion** in L&D

# Content and Objectives

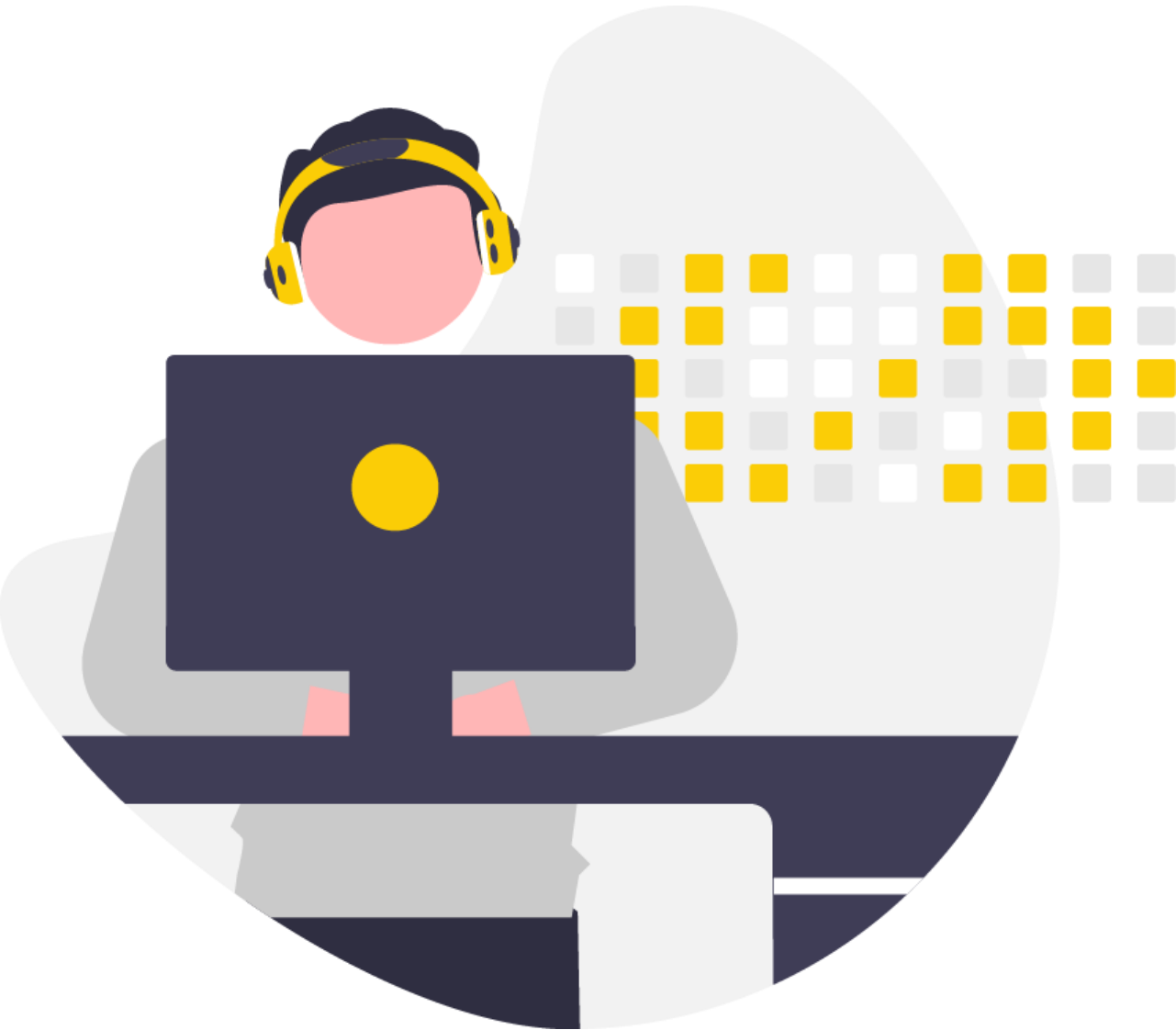
CONTENT

- Benefits of fostering an inclusive learning culture
- Tools for recognizing unconscious biases
- Key leadership competencies to demonstrate DEI



OBJECTIVES

- Explain the impact of DEI on learning and development
- Recognize ways to overcome biases
- List key competencies for inclusive leadership development



## Norms of Engagement

- Bring a positive mood
- Come with an open mind
- Be ready to share so everyone learns
- Raise your hand if you want to speak



## What is Diversity, Equity and Inclusion?

# Definitions



# Poll

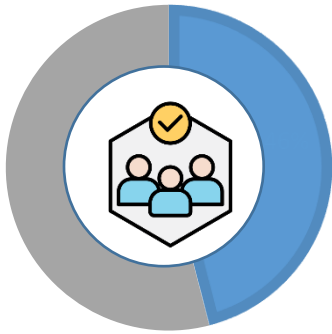


To what degree does your organization utilize a range of strategies to incorporate Diversity, Equity, and Inclusion (DEI) into its Learning and Development (L&D) initiatives?



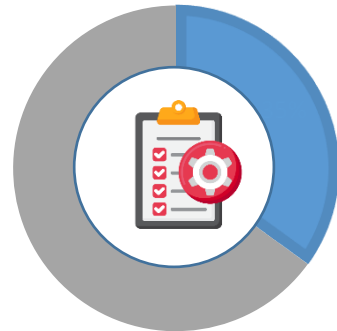
# Benefits of Fostering an Inclusive Learning Culture

# Benefits of Inclusive Learning



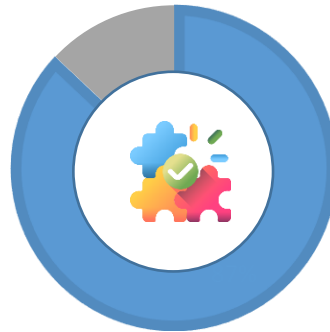
46%

**EMPLOYEE  
RETENTION**



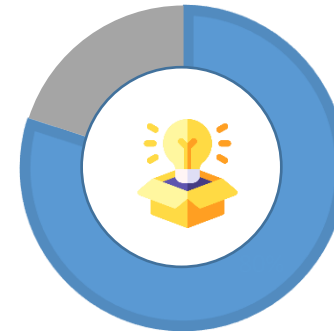
35%

**MORE LIKELY TO  
OUTPERFORM**



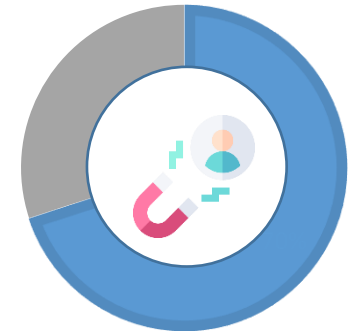
87%

**DECISION  
MAKING**



80%

**INNOVATION**



70%

**EMPLOYEE  
ATTRACTION**



# How do you learn best?

## LEARNING STYLES

### VISUAL

- graphs
- flashcards

### AUDITORY

- lecture
- music

### PHYSICAL

- hands-on
- movement

### VERBAL

- writing
- presenting

### LOGICAL

- patterns
- statistics

### SOCIAL

- collaboration
- teams

### SOLITARY

- independent
- individual



# Poll

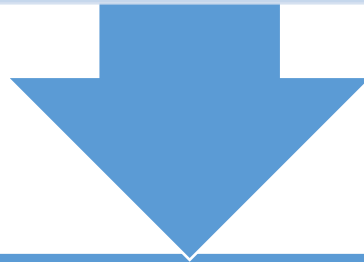


# Strategies for Creating **Equal** **Access to Learning**

# Strategies

Cater to different learning styles

Learning styles influence how well or how poorly a learner engages with new information. They should be one of the core considerations in building a learning culture

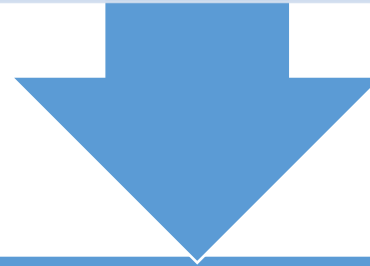


Inclusive instructional design

Inclusive instructional design is the practice of creating learning experiences that cater to cultural differences as well as differences in ability.

Strive for representation

Representation makes learning personally relevant to learners as they can easily identify with content they can see themselves in it.



Embrace informal learning

Learning that occurs as a result of interaction and information sharing among peers, mentor-mentee groups, and everyday experiences should not be discounted.

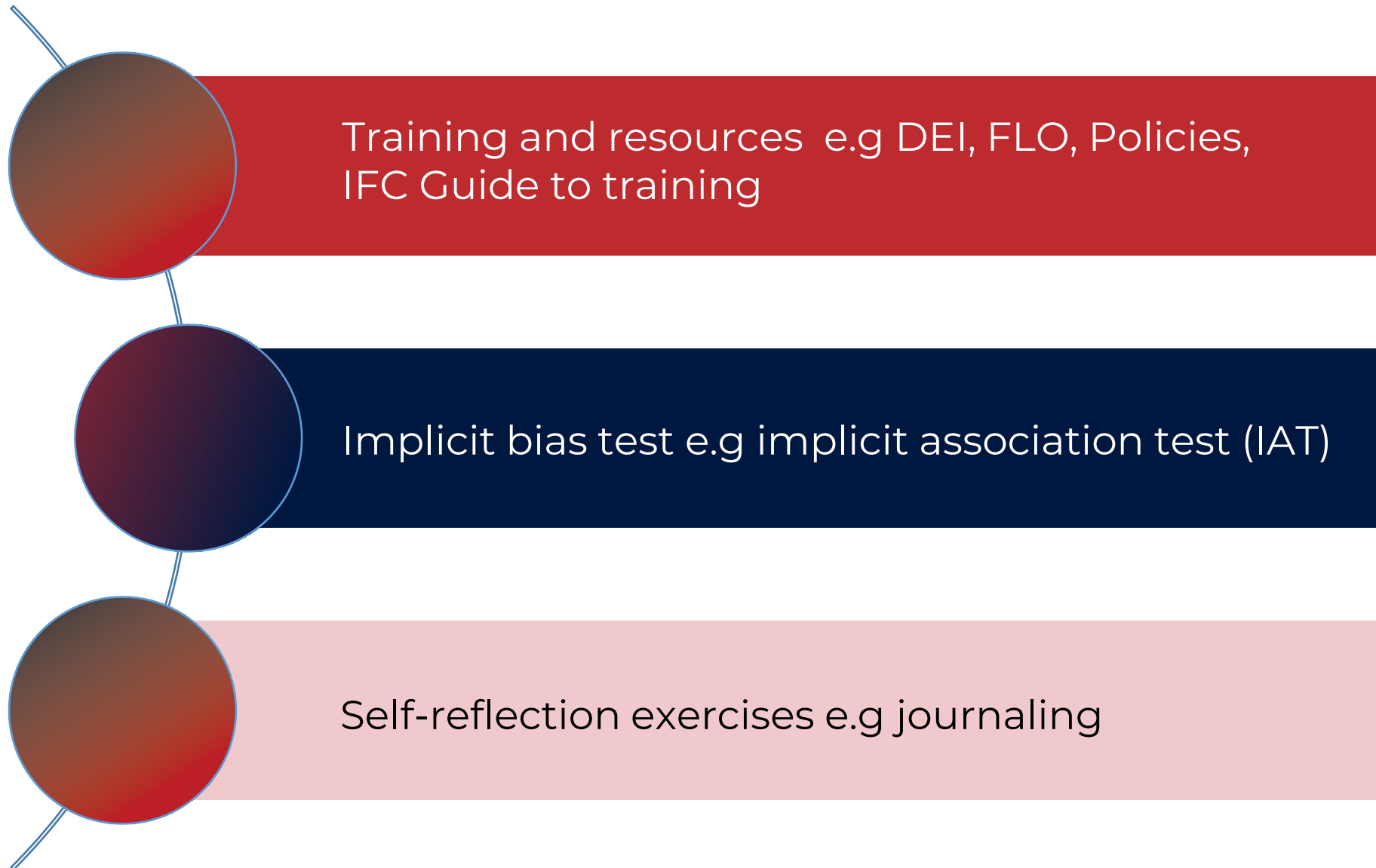


## Unconscious Bias: Tools to recognize it

# Unconscious Bias

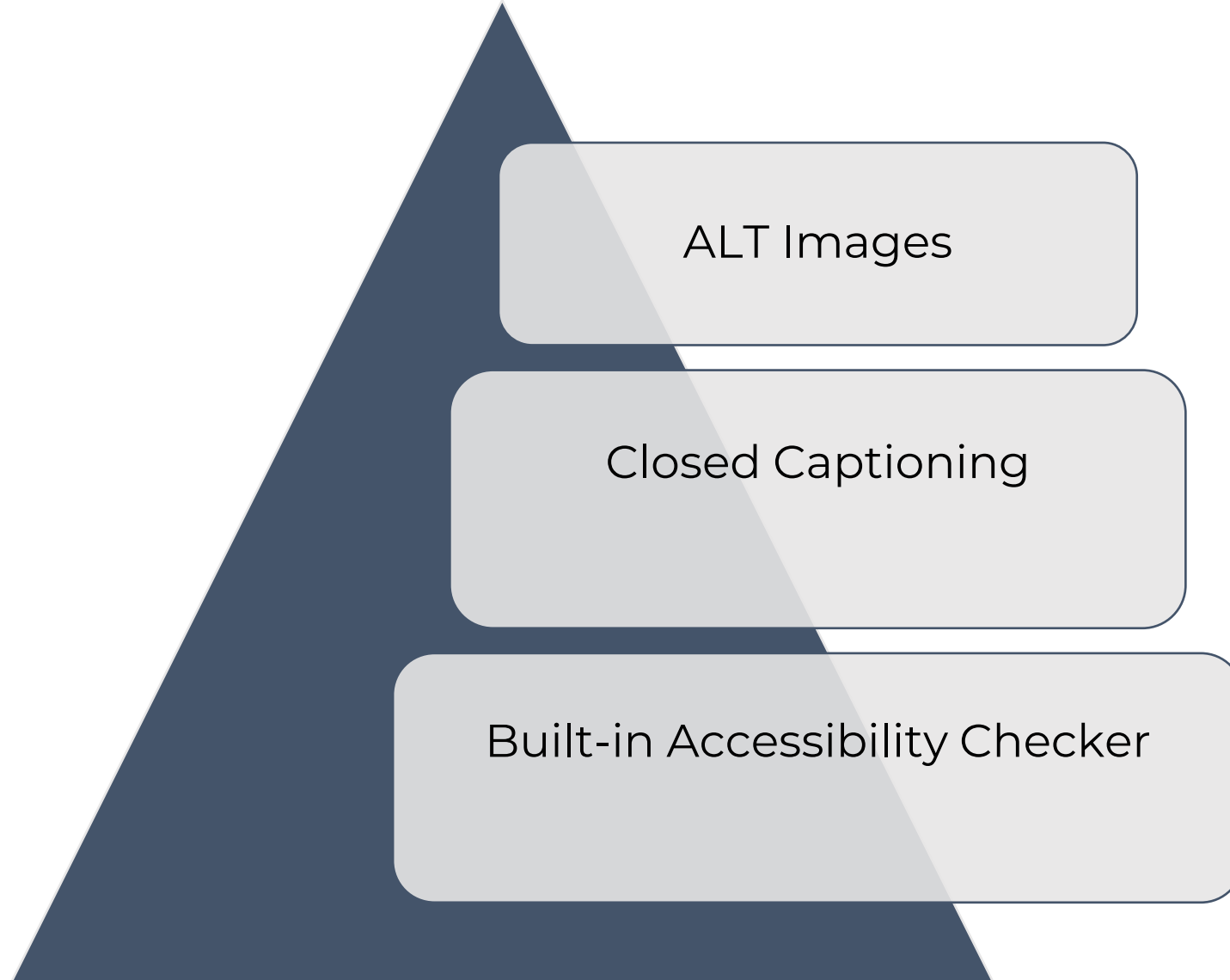


An unconscious bias is a prejudice or stereotype individuals hold about certain groups of people that they aren't consciously aware of having.





# Tools To Implement Inclusivity In Learning





## Key Leadership Competencies to Demonstrate DEI

# Key Competencies

Authenticity

Emotional  
resilience

Self-assurance

Effective  
Communication

Flexibility

Compassion

Case  
Studies





# Best Practices to Foster an Inclusive Learning Culture



# Questions & Answers

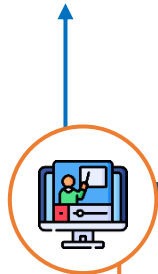
# Content and Objectives Revisited

## CONTENT

- Benefits of fostering an inclusive learning culture

- Tools for recognizing unconscious biases

- Key leadership competencies to demonstrate DEI



## OBJECTIVES

- Explain the impact of DEI on learning and development

- Recognize ways to overcome biases

- List key competencies for inclusive leadership development



## **Key Takeaways from the Session**



## Upcoming Programmes



**FACILITATING**

**LEARNING**

**Online & In-Person**

A Certification Programme of the International  
Finance Corporation - Learning and Performance  
Institute (IFC-LPI)

**Date: 19 February – 25 March 2024**  
**(Mondays and Fridays)**

**Time: 6.00PM – 8.00PM (WAT)**

**(5% discount)**



## **PROFESSIONAL COACH CERTIFICATION PROGRAMME**

Accredited by the International Coaching Federation (ICF)

**Date: 28 April 2024**

**(5% discount)**  
**Flexible payment available**

Thank You!!!



**Adaora Ayoade ICF-PCC  
IFC Master Trainer/Assessor  
CEO EZ37 Solutions**

**LinkedIn:** [Adaora Ayoade](#)

**Email address:**

[coachadaora@ezcoaching.org](mailto:coachadaora@ezcoaching.org)

[adaora@ez37solutions.org](mailto:adaora@ez37solutions.org)

**Phone number:** +234 809 788 1001

**Website:** [www.ezcoaching.org](http://www.ezcoaching.org)