

Things to consider for your EDI learning programme

A few questions & tips...

Thank you for participating in our workshop at Charity Learning's members' meeting! Below are the questions and tips from our discussions covering Design, Facilitation & Evaluation.

For a more in depth look, check out the report: [How to create a learning programme for equity diversity & inclusion](#).

Design

Q. Does your EDI learning content cover various aspects of diversity in detail? e.g. race & ethnicity, LGBTQ+ identities, disability, gender and socio-economic background

Q. Does your EDI learning content include the lived experiences of real people?

Q. How does your organisation ensure EDI learning is relevant to its people?

Q. How does your organisation's learning content create space for discussions on EDI?

Q. How does your organisation's learning content create space for self-reflection?

Tip: EDI learning shouldn't just outline the challenges, it should focus on realistic solutions that relate to the day-to-day work of employees and how they interact with others.

Facilitation

Q. How does your organisation help participants to feel confident enough to speak/ask questions during EDI learning?

Q. How does your organisation ensure employees from underrepresented groups are “safe” when taking part in EDI learning?

Q. How does your organisation prepare people for potential “uncomfortable” conversations that may come up while learning?

Q. How does your organisation prepare and support facilitators when they’re delivering EDI content?

Tip: If you have online EDI modules, you can couple this with self-led team workshops to discuss what they learnt. Provide guides so that they have a structure to follow.

Evaluation

Q. How does your organisation ensure EDI is part of an ongoing learning journey?

Q. How does your organisation measure the outcomes and impact of EDI learning?

Q. How does your organisation hold people accountable for engaging in EDI learning?

Q. How are EDI goals (and progress) shared across your organisation?

Tip: When collecting and analysing employee survey data, filter the responses for different groups. For example: “Our neurodiverse employees said this”. This is important because people from underrepresented groups are most likely to feel excluded or may face specific barriers.