

LEARNING PATH OVERVIEW

Making inclusion part of everyday work

6 modules

~2 h as Adaptive modules

~1 h as Training videos

1 module per week

Make inclusion a shared practice in everyday interactions and work decisions. This learning path helps teams recognize the sometimes invisible barriers to taking part, welcome differences better, and step in when someone is excluded. It links collective responsibility with what each person can do.

AUDIENCE

Team members and managers, on site and remote.

- **Prerequisite:** none

SKILLS DEVELOPED

- Diversity & Inclusion
- Decision-Making
- Cognitive Diversity
- Preventing Discrimination

THE SIX STEPS OF THE LEARNING PATH

1 Same voices in every meeting: From diversity to inclusion

WK 1

Tell diversity and inclusion apart, and make sure everyone, whatever their profile, truly takes part in the shared work.

2 Bias on your team: Flag it in the moment, without blame

WK 2

Recognize your own biases, and know how to point them out or hear them in the moment, without blaming or getting defensive.

3 Smart teams, same blind spots: Make room for different minds

WK 3

Make the most of different ways of thinking in the team, adapting meetings and practices so that everyone can contribute.

4 Everyday discrimination on your team: See it, stop it

WK 4

Spot everyday discrimination, often invisible to those who don't experience it, and know how to step in when you witness it.

5 Who speaks, who's left out: Inclusion in everyday moments

WK 5

Anchor inclusion in everyday actions: make quieter voices heard and leave no one out of the information loop.

6 Remote, not sidelined: Take your place on the team

WK 6

Give everyone the means to find their place, especially at a distance: making themselves visible and saying what excludes them.

— WHY THIS LEARNING PATH, MODULE BY MODULE

- **Same voices in every meeting** – Many teams are already diverse on paper—ages, career paths, origins—yet this variety goes unheard: the same people always do the talking.
- **Bias on your team** – Nearly two-thirds of employees say they experienced or witnessed bias at work in the past year, almost always subtle, and those who cause it see it far less than those who face it.
- **Smart teams, same blind spots** – By hiring similar people again and again, many brilliant teams think in only one way and share the same blind spots.
- **Everyday discrimination on your team** – What harms teams most is not dramatic discrimination but the everyday kind: a name mispronounced, an idea mocked, a meeting slot that shuts people out—almost invisible to those who don't face it.
- **Who speaks, who's left out** – A posted charter says nothing about who speaks up in meetings or who gets information last, and hybrid work has multiplied these exclusions that no one notices.
- **Remote, not sidelined** – In 2023, employees working remotely were promoted about 30% less often than their on-site colleagues, and more than seven in ten HR managers acknowledge this proximity bias.

— CHOOSE YOUR FORMAT

Adaptive module (~20 min per module): self-assessment, expert video with three pauses for reflection, tailored practice scenarios with coach's feedback, a commitment, and a memo.

Training video (~10 min per module): the expert video and its three pauses for reflection, to add to your own training programs.

— ROLLOUT AND FOLLOW-UP

Where: in your LMS (SCORM delivery) or on the Afthonios platform, at the same price.

Group report included: shown on the Afthonios platform; in your LMS, more or less detailed depending on your LMS and SCORM version.

Optional, on quote: follow-up emails (the next day, 30 days later) and sharing the commitment with the manager.

Languages: All our modules are available in French and English. German, Italian, and Spanish are available on request, and we can add other languages to suit your needs.

— SUGGESTED SCHEDULE

One module per week, so six weeks. Example schedule:

- **Before week 1:** announce the learning path to participants and their managers.
- **Weeks 1 to 6:** one module per week, self-paced, ~20 min.
- **After week 3:** optional check-in based on the group report (reminders and spotting needs).
- **After week 6:** group review and choice of next steps.

The pace and order can be adapted to your audiences and existing training.

Adapt this learning path
to your teams?

Content, pace, and formats can be adjusted with you.

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