

# Build an Inclusive Culture

LifeLabs Learning offers science-backed Diversity, Equity, and Inclusion (DEI) training to help leverage your team's unique strengths and build a more resilient, engaged, and profitable organization.



**Boost productivity  
and profitability**

**Upskill employees  
for success**

**Retain and attract  
top talent**

**Increase employee  
engagement**

## Workshops:

### Behaviors of Inclusion

🕒 60, 90, or 120 minutes

👤 All employees

Build awareness and a shared vocabulary (to make tough conversations easier), and learn to be an advocate for yourself and others.

**TIPPING POINT SKILLS™:**



**Inclusive Systems  
Thinking**

### Inclusive Interviewing

🕒 60, 90, or 120 minutes

👤 All members of your  
interview team

Conduct interviews fairly and effectively while creating an inclusive candidate experience and improving your company's hiring decisions.

**TIPPING POINT SKILLS™:**



**Inclusive Systems  
Thinking**

### Inclusive Systems

🕒 60, 90, or 120 minutes

👤 All Executive and People  
ops team

Learn how to flag, discuss, and optimize organizational systems for maximum equity and inclusion and avoid common bias hotspots.

**TIPPING POINT SKILLS™:**



**Inclusive Systems  
Thinking**

"The work that we've done with LifeLabs has halved our regretted attrition. This is a big win for us!"

Helena Cantrell,  
Head of Global Talent Development,  
Lab 49

"I strongly recommend having Lifelabs come in and do their magic for any institution looking to invest in people."

Bala Subramaniam,  
Director of Product Management,  
Instacart

"[LifeLabs Learning] left an indelible impact on our team's performances and our company culture."

Lynley Flanagan  
Senior People Operations Manager,  
Glossier

# Why invest in DEI training?



LifeLabs Learning clients report increased engagement scores, improved manager effectiveness, higher employee retention rates, and a notable improvement in their bottom line.

## Hidden Costs of Delayed DEI Training



## The ROI of an Inclusive Culture

### Lost Top Talent

76% of millennials said they'd leave an employer if DEI initiatives weren't offered. *(Ernst & Young)*

### Improved Retention

69% of millennial and GenZ workers are likely to stay five or more years with a company that has a diverse workforce. *(Deloitte)*

### Missed Performance

Your employees don't have the skills to correct problems and improve dynamics.

### Increased Collaboration

Teams following an inclusive process make decisions twice as fast with half the meetings. *(Cloverpop)*

### Lowered Engagement

An exclusive culture alienates employees, leading to a decline in engagement and performance.

### Enhanced Productivity

Inclusive teams are over 35% more productive. *(LinkedIn)*



## Case Study: Building a Diverse & Inclusive Culture at Column Five Media

### Challenge:

Column Five Media wanted to ensure all employees felt they could belong. Despite genuine desire for an inclusive and just workplace, microaggressions popped up.

### Solution:

A holistic DEI training approach including LifeLab Learning's Manager CORE, Behaviors of Inclusion, Inclusive Interviewing Skills, and Inclusive Systems Skills workshops.

### Results:

- ✓ **Rapid, company-wide alignment** around its inclusion norms
- ✓ Employees gained a **shared language and tools** to address and prevent bias
- ✓ Significant increase of gender and race diversity in its employee candidate pipeline— **40% increase in women applying for jobs**

Join over 500,000 managers and individuals at 2,600+ companies who have already benefited from LifeLabs Learning's training!



Launch your program today! Visit [LifeLabsLearning.com](https://lifelabslearning.com) or contact us at [hello@lifelabslearning.com](mailto:hello@lifelabslearning.com)

