



# Equal Employment Opportunity Compliance Training E-Learning Launch Update

Presentation to the Economic  
Opportunity and Diversity Committee  
March 9, 2021

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# Agenda

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- Equal Employment Opportunity Training
- E-Learning Training Update
- Hourly Employee Training Update



# Equal Employment Opportunity Training

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- EEO Training must be conducted on a periodic basis for DART employees and managers to communicate the Agency's EEO policy and program
- Required EEO training for FY 2021 will include:
  - Preventing Discrimination & Harassment
  - Workplace Diversity

# EEO and Diversity Training Content Overview

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**Preventing Discrimination and Harassment Training** educates employees on what is acceptable and unacceptable workplace behavior and reinforces the message that it's every individual's responsibility to speak up and report incidents of harassment and retaliation.

- Bystander Intervention

**Workplace Diversity Training** raises employee awareness of the importance of working together with people from different backgrounds, cultures and beliefs. Employees learn how to recognize and manage behaviors that can undermine individuals and teams, along with positive actions that can create a culture in which everyone has opportunities to thrive and participate.

- Unconscious Bias

# Trailant Course Preview



# FY 2021 E-learning Training Update

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E-learning compliance training launched to 1,300 salaried employees on September 23



As of March 1, 90% of all assigned courses have been completed



Reports are being shared with management to drive towards 100% completion of training

# Initial Feedback About E-Learning

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- Senior DART leadership has remarked on the ease of facilitating training and the quality of the content
- DART staff member noted an increased awareness of their responsibility to promote a culture of dignity and respect in the workplace by taking active steps as a bystander
- Managers are pleased with ease of access to reports on their team's compliance with training

# Training for Hourly Employees

- Traliant's classroom version of training has launched for segments of hourly staff through Microsoft Teams
- The Diversity & Inclusion Department is exploring other training opportunities for hourly staff





# Thank You



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