



TIPS ON TRAINING:

The goal of Printing Industry Midwest's (PIM) Diversity, Equity & Inclusion (DE&I) Accreditation Program is for you to broaden all aspect of your organization – culture, training, hiring, partnerships and engagement. Training is a tool to help you and your organization understand, learn and grow. DE&I is a big topic and DE&I training is here to help you navigate this topic.

When looking for training for your organization keep in mind the following...

1. DO YOUR RESEARCH.

PIM strongly recommends all organizations should do their own research on training platforms. Assign someone from your committee to review the Traliant training and research other DE&I training options. Keep in mind at some point everyone at your company will be asked to complete DE&I training.

Traliant offers a free trial to test and try out their training. PIM suggests you review this and ask any other training platform you may be considering if they have free trials. Please email Kristin Pilling-Davis & Sadie Johnson (diversity@pimw.org) if you need help getting the free trial with Traliant.

2. SET A BUDGET.

Training your staff in an investment but it is a worthwhile investment that will benefit your organization in the long run. Does the training met your goals, is the price more or less than you wanted to spend, can you spend a little more to get what you want or do you have to adjust your expectations for the price you a willing to pay? PIM strongly recommends you create a list of goals that your organization wants to get from your training and hopefully you will find training that fit within your budget.

3. DO NOT WORK AHEAD.

PIM strongly recommends you do not work ahead on your training. Set due dates for when employees should complete a section of training. Take time after each training section to have a safe place discuss about what you learned.

4. SAFE PLACE TO TALK.

DE&I training can be triggering and it can cause uncomfortable feelings. This journey is not an easy one so we hope your organization can provide a designated person employees can meet with and confide in.

5. PIM IS NOT RESPONSIBLE.

PIM is not responsible for who you pick for your DE&I training platform, it is up to your company to do research on training. As the PIM DE&I program grows, we hope to be able to provide you with more recommendations for training platforms. PIM feels Traliant meets the need for DE&I training but it might not be right for your organization. Make sure to do your own research. If your organization uses another training platform, fantastic! Please email Kristin Pilling-Davis & Sadie Johnson (diversity@pimw.org) to get approval for using a different training platform.

[Click here to view PIM's DE&I Approved Partners & Consultants.](#)