# 9 OBSTACLES TO LEARNING EQUITY

#### and what L&D can do about them

### Obstacles to **finding** relevant development opportunities

# Obstacles to accessing development opportunities

# Obstacles to **participating** in development opportunities



9 common and systemic obstacles make it harder for some employees to find, access. and participate in development opportunities.

2. Mismatched

employee groups

use different

methods to find

opportunities.

L&D action:

cast a wide

Overcommunicate:

communications net.

**3. Time.** Some employees have

**L&D** action: Make it easier for all

employees to find opportunities.

more time and ability to find

opportunities.

methods. Different

1. Narrowly defined "need." Orgs don't tell employees about opportunities if there's no clear "need to know."

**L&D** action: Make all opportunities transparent to all employees.

6. Legacy systems and mindsets.

Decisions about who's HiPo, manager approvals, etc. can make access inequitable. **L&D** action: Track access metrics and step in when something isn't right.

5. Logistical barriers. Devices, internet bandwidth, permissions, etc. can hinder access. L&D action:

Collaborate across functions to address common barriers.





4. Definitions of what's "good." The way skills are defined may be biased, leading to inequities in access. **L&D** action: Make decisions about access more transparent.

7. Messaging. Descriptions of opportunities may exclude certain groups of people.

**L&D** action: Ensure messaging is DEIB.





L&D functions can reduce or remove these obstacles to make employee development more equitable and inclusive.



**L&D** action: Analyze participation data to identify and address inequities.







