

Changing the Future Of Work with Virtual Reality for Diversity and Inclusion



Equal Reality partners with clients to instill inclusive culture through the responsible progression of exponential technology. In practice, Equal Reality leverages immersive technology to help the human race change behavior and become more compassionate, knowledgeable, and understanding. Equal Reality is leading the future of work and scalable education.

What We Do

Equal Reality is revolutionising Diversity and Inclusion training with Virtual Reality (VR).

Equal Reality's VR experiences allow clients to "walk a mile in someone else's shoes" to learn what it is like to experience discrimination or inappropriate behavior, identify bias, and practice making decisions in real time to rehearse how they would react should they witness discrimination.



Case Study

Equal Reality partnered with mwah. and Domain to implement VR blended trainings that received a best in class Net Promoter Score of 67.

Domain's Challenge

Understanding the importance of its human capital and culture, Domain wanted to drive Diversity and Inclusion into the DNA of the company. As a progressive and innovative company, they wanted to do things differently; Domain requested Equal Reality's help to evoke emotion and empathy, establish a common understanding, and drive behaviour change and personal accountability.

Equal Reality's Impact

Equal Reality collaborated with mwah. to run workshops with Domain's 643 employees. As a result, Domain employees were able to have an intimate experience to feel what it is like to be bullied or the subject of abuse of power. VR technology enabled them to have increased empathy towards others and deepened their connection to the topics. Ultimately, the workshops influenced the participants' personal accountability towards changing behaviours to drive Diversity and Inclusion into Domain's DNA. Additionally, **95% of participants** enjoyed the VR experience.

"The response from participants has been excellent - with participants in the program able to empathise and discuss the experiences of our scenarios in our workshops with detail that just wouldn't be possible without actually experiencing it themselves. I don't think role plays will ever cut it again in this space."

Nic Barry

Organisational Capability Lead at Domain



Through partnering with Equal Reality, Domain made substantial progress towards addressing their challenges:

1. Evoke Empathy
 - **75% of respondents** felt they had their personal space encroached upon during the experience
 - **89% of respondents** felt the VR experience made them more receptive to the proceeding workshop
2. Establish a Common Understanding
 - Domain employees rated their understanding of Diversity and Inclusion **40% higher** after the VR blended workshops
3. Drive Behaviour Change and Personal Accountability
 - **98% of respondents** reported an understanding of their personal role to play in Diversity and Inclusion
 - **89% of respondents** felt confident of the actions for them to foster inclusive culture

Interested in partnering with Equal Reality? Want to learn more about Diversity and Inclusion trainings in Virtual Reality? Get involved and contact [Equal Reality!](#)