Transformation Pillar:
HR Governance, Risk, and Compliance

Workplace Diversity, Equity, and Inclusion

Integrate Diversity, Equity, and Inclusion (DEI) into all aspects of talent acquisition, retention, development, and promotion to drive organizational success.

COURSE OVERVIEW

In today's increasingly interconnected and diverse world, organizations that embrace diversity, equity, and inclusion (DEI) gain a significant competitive advantage. This highly interactive course provides a practical framework and actionable strategies to cultivate a workplace where all individuals feel valued, respected, and empowered to reach their full potential.

Through a blend of expert insights, real-world case studies, and collaborative exercises, you'll explore:

- How to identify and mitigate unconscious bias in all workplace interactions.
- Strategies for attracting, recruiting, and retaining a diverse workforce at all levels.
- Key principles and best practices for creating an inclusive work environment where everyone feels a sense of belonging.
- Methods for measuring the impact of your DEI efforts and tracking progress towards meaningful change.

By the end of this course, you'll be equipped to champion DEI initiatives, advocate for positive change within your organization, and contribute to building a more equitable and inclusive workplace for all.

WHO SHOULD ATTEND

- **Business managers** at all levels, including:
  - HR Directors and Managers
  - Diversity, Equity and Inclusion Leads
  - Talent Management and Organizational Development Professionals
  - People Managers and Team Leaders

- **HR professionals** involved in recruitment, talent management, performance management and employee relations.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Build the Business Case for DEI:** Articulate the tangible benefits of DEI for organizational success, including increased innovation, employee engagement, and market reach.
- **Identify and Mitigate Unconscious Bias:** Recognize how unconscious bias impacts decisions and apply practical strategies to promote equity in hiring, promotion, and performance management.
- **Cultivate Inclusive Recruitment Practices:** Design and implement recruitment strategies that attract diverse talent pools and minimize bias at every stage of the hiring process.
- **Foster a Culture of Belonging:** Develop initiatives that promote a welcoming and inclusive work environment where all employees feel valued, respected, and empowered to contribute.
- **Measure and Track DEI Progress:** Utilize data-driven approaches to assess the effectiveness of DEI initiatives and measure progress toward organizational goals.
- **Drive Sustainable Change:** Develop an action plan to champion DEI within your sphere of influence and contribute to building a more equitable and inclusive workplace for all

COURSE METHODOLOGY

This highly interactive training program utilizes a blend of learning methods to enhance engagement and knowledge retention:

- Expert-Led Presentations: Engaging presentations will provide a deep understanding of key concepts, trends, and best practices.
- Interactive Discussions: Facilitated discussions will encourage knowledge sharing, diversity of perspectives, and collaborative learning.
- Real-World Case Studies: In-depth case studies of organizations successfully putting diversity, equity and inclusion into practice will provide practical examples, insights and inspiration.
- Hands-on Activities: Interactive exercises and group activities will provide opportunities to apply learnings and develop practical skills in building inclusive policies, practices and teams.

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