

# Equity, Diversity, and Inclusion From Concept to Application

## Why Attend

- Strengthening Equity, Diversity and Inclusion starts with a clear strategy and ends with its application. Movements worldwide have pushed employers to look more closely at Equity, Diversity, and Inclusion (EDI) because companies committed to EDI programs reflect that responsibility in their practices. These companies defend equity, Diversity, and inclusion and enjoy the benefits of attracting talented employees and profiting from their innovation while reducing the expensive costs of discrimination.
- This training course combines conceptual discussions and practical applications to help you become a more effective and inclusive champion.

## Course Methodology

- This course utilizes various tools such as case studies, group, and individual exercises, questionnaires, videos, gamification, and role-plays.

## Course Objectives

By the end of the course, participants will be able to:

- Develop a robust understanding of both individual factors and organizational practices that lead to discrimination
- Support and promote EDI in the workplace by encouraging leadership that is aware and committed
- Transform EDI into a strategic priority
- Design and implement the most effective EDI policies and initiatives
- Develop a sustainable Action Plan that institutionalizes EDI initiatives to ensure continued success in EDI

## Target Audience

- Managers, supervisors, and all professionals looking to optimize EDI practices in their workforce

## Target Competencies

- Effective communication
- EDI planning and monitoring
- Policy development
- Managing diversity
- Strategic planning

### Building the Foundation of Equity, Diversity, and Inclusion

- Understanding EDI and why it is critical to mission accomplishment
- Diversity and globalization: Exchanging different cultural values in the workplace
- Benefits of Diversity
- Assessing organizational gaps in meeting EDI goals
- Costs and challenges of Diversity
- Defining and distinguishing the concepts and types of Equity, Diversity, and Inclusion

### The Equity, Diversity, and Inclusion Strategy

- Planning for success
- Defining the EDI strategy
- The critical steps in the EDI strategy
- Exploring strategies to recruit and retain a diverse workforce
- Measuring and evaluating the effectiveness of an EDI strategy
- Evolution and integration: How to ensure the sustainability of an EDI culture

### Impact of EDI Behaviors and Language

- Investigating unconscious biases
- Interpreting the language of Diversity
- Defining inclusive and non-inclusive language
- Activating workplace scenarios to improve the EDI environment
- Resolving conflict in a diverse workforce
- Communicating across the generation gaps
- Identifying bias-free ways to collect and interpret diversity-related data
- Understanding how to convey a comprehensive EDI strategy

### Creating a Culture of Inclusion

- Organizational culture and context
- Defining and creating a culture of Equity, Diversity, and Inclusion
- Organizational change
- Policies
- Employees
- Managers

## Sustaining Diversity

- Assessing the next steps
- Sustainability of the Diversity initiative
- Sustainability of the Equity initiative
- Measurements and monitoring
- Inclusive mentoring and coaching
- Action planning for better EDI results
- Key summary and review