

€ TRAINING

Equity, Diversity, and Inclusion: From
Concept to Application



9 - 13 September 2024
Dusseldorf (Germany)

Equity, Diversity, and Inclusion: From Concept to Application

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Introduction

A defined strategy is the first step in strengthening equity, diversity, and inclusion, and its implementation is the final step. Because organizations dedicated to EDI programs reflect that responsibility in their operations, movements across the globe have compelled employers to pay closer attention to Equity, Diversity, and Inclusion EDI. These businesses stand up for equity, diversity, and inclusion and reap the rewards of luring top personnel and making money off their innovation while lowering the high costs of discrimination.

Course Objectives

At the end of this course, participants will be able to:

- Gain a thorough understanding of the human and organizational variables that contribute to prejudice.
- Support and advance EDI in the workplace by promoting conscious, dedicated leadership
- EDI should be elevated to a strategic priority.
- Create and put into action the best EDI programs and policies possible.
- Ensure EDI's sustained success, create a long-term Action Plan that institutionalizes EDI efforts.

Targeted Audience

- All professionals, including managers and supervisors, who want to improve EDI procedures in their workforce

Course Outline

Unit 1: 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

Unit 2: 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

Unit 3: 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

Unit 4: Creating a Culture of Inclusion

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

Unit 5: 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