Diversity, Equity, and Inclusion (DEI) in Cooperatives Training Course

Professional Development Training Course Outline

Category	Cooperative Societies	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Diversity, Equity, and Inclusion (DEI) have emerged as pivotal frameworks in shaping progressive and sustainable cooperative organizations. In today's globalized and socially conscious environment, cooperatives that embed DEI practices into their operational and cultural fabric not only improve member participation and employee engagement but also position themselves as leaders in social responsibility and innovation. Training Course on Diversity, Equity, and Inclusion (DEI) in Cooperatives aims to build competency in DEI strategies, policies, and interventions within cooperative societies and credit unions.

By engaging with real-life case studies, collaborative activities, and evidence-based strategies, this training empowers cooperative leaders, HR professionals, and members to cultivate inclusive workspaces and decision-making structures. This course also addresses systemic inequalities and helps transform governance to reflect diverse member voices, fostering both organizational excellence and social impact.

Programme Curriculum

Diversity, Equity, and Inclusion (DEI) in Cooperatives Training Course

Introduction:

Diversity, Equity, and Inclusion (DEI) have emerged as pivotal frameworks in shaping progressive and sustainable cooperative organizations. In today's globalized and socially conscious environment, cooperatives that embed DEI practices into their operational and cultural fabric not only improve member participation and employee engagement but also position themselves as leaders in social responsibility and innovation. Diversity, Equity, and Inclusion (DEI) in Cooperatives Training Course aims to build competency in DEI strategies, policies, and interventions within cooperative societies and credit unions.

By engaging with real-life case studies, collaborative activities, and evidence-based strategies, this training empowers cooperative leaders, HR professionals, and members to cultivate inclusive workspaces and decision-making structures. This course also addresses systemic inequalities and helps transform governance to reflect diverse member voices, fostering both organizational excellence and social impact.

Course Objectives

1. Understand core DEI principles within cooperative organizations.
2. Examine the impact of unconscious bias on decision-making.
3. Promote inclusive governance and leadership in cooperatives.
4. Identify and address systemic inequities in cooperative structures.
5. Build culturally responsive communication strategies.
6. Apply intersectionality frameworks to cooperative member engagement.
7. Strengthen diverse workforce recruitment and retention strategies.
8. Facilitate equity audits and develop inclusive policies.
9. Cultivate psychological safety in cooperative work environments.
10. Utilize data to assess and improve DEI metrics and accountability.
11. Create inclusive training and onboarding programs.
12. Foster member representation and voice from marginalized groups.
13. Empower inclusive economic participation through cooperatives.

Target Audiences:

1. Cooperative board members
2. Human resource managers
3. Diversity and inclusion officers
4. General managers of cooperatives
5. Cooperative trainers and facilitators
6. Cooperative union members
7. Policy makers in the cooperative sector
8. Researchers and development practitioners

Course Duration: 5 days

Course Modules

Module 1: Introduction to DEI in Cooperatives

- Definition of DEI in cooperative contexts
- Global DEI trends and cooperative impact
- Why DEI matters in member-owned organizations
- Key DEI terminologies and concepts
- Historical perspective on exclusion in cooperatives
- **Case Study:** The Mondragon Corporation’s diversity transformation

Module 2: Recognizing and Addressing Unconscious Bias

- Understanding types of bias
- The neuroscience of unconscious bias
- Bias in cooperative leadership and governance
- Bias interrupting techniques
- Facilitating difficult DEI conversations
- **Case Study:** Unconscious bias in board elections at a rural co-op

Module 3: Inclusive Leadership and Governance

- Characteristics of inclusive leaders
- Representation in cooperative boards
- Empowering marginalized voices
- Accountability in inclusive governance
- Transparent decision-making models
- **Case Study:** Gender-inclusive leadership in a Kenyan SACCO

Module 4: Intersectionality and Member Engagement

- Introduction to intersectionality
- Identity dimensions and cooperative roles
- Engaging underrepresented members
- Tools for intersectional analysis
- Barriers to inclusion across identities
- **Case Study:** LGBTQ+ member inclusion in a Canadian food co-op

Module 5: Inclusive Communication Strategies

- Language and inclusion
- Non-verbal and cultural communication cues
- Developing DEI-aligned communication policies
- Communicating across power dynamics
- Media and storytelling for inclusion
- **Case Study:** Inclusive outreach campaigns in urban cooperatives

Module 6: Equitable Recruitment and Retention

- Diversifying the cooperative workforce
- Equity-centered hiring practices
- Retaining diverse talent
- Inclusive onboarding strategies
- Performance management through an equity lens
- **Case Study:** Youth employment strategy at a Brazilian worker co-op

Module 7: Measuring and Evaluating DEI Efforts

- DEI key performance indicators
- Conducting equity audits
- Data collection and interpretation for DEI
- DEI dashboards and tools
- Reporting and transparency mechanisms
- **Case Study:** Racial equity audit in a U.S. housing cooperative

Module 8: Policy, Advocacy, and DEI Implementation

- Building equitable cooperative policies
- Legal frameworks supporting DEI
- Developing advocacy strategies for inclusion
- Embedding DEI in cooperative strategic plans
- Continuous improvement and change management
- **Case Study:** Policy shift toward disability inclusion in an Indian dairy cooperative

Training Methodology:

- Interactive lectures and expert-led sessions
- Group discussions and scenario-based exercises

- Role plays and inclusive dialogue simulations
- Case study analysis and real-world examples
- Action planning workshops for DEI implementation
- Pre- and post-assessment to measure learning outcomes

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com