# Diversity, Equity & Inclusion (DEI) in Mining Training Course

Professional Development Training Course Outline

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

## Course Introduction

The Diversity, Equity & Inclusion (DEI) in Mining Training Course is designed to transform workplace culture within the global mining industry. As mining operations evolve toward ESG compliance, sustainable development, ethical governance, and workforce modernization, DEI has become a critical driver of productivity, safety, innovation, and social legitimacy. This course equips mining professionals with the knowledge and tools to eliminate discrimination, reduce unconscious bias, and build inclusive leadership systems across underground, surface, and corporate mining environments.

This training empowers participants to create psychologically safe workplaces, improve employee engagement, and strengthen cross-cultural communication in high-risk mining environments. By embedding inclusive leadership, equitable talent management, anti-discrimination policies, and social impact strategies, the course ensures mining companies remain competitive, compliant, and socially responsible in a rapidly changing global economy.

## Programme Curriculum

**Diversity, Equity & Inclusion (DEI) in Mining Training Course**

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**Course Duration**

5 days

**Course Objectives**

1. Understand Diversity, Equity, Inclusion (DEI) frameworks in mining operations
2. Apply ESG-aligned workforce transformation strategies
3. Identify and eliminate unconscious bias in recruitment and promotion
4. Strengthen inclusive leadership in high-risk mining environments
5. Promote gender equality and women empowerment in mining
6. Enhance cross-cultural communication in multinational mining teams
7. Implement inclusive occupational health and safety (OHS) practices
8. Develop equitable talent management and succession planning systems
9. Integrate indigenous community participation in mining projects
10. Build psychological safety and employee engagement frameworks
11. Ensure compliance with global labor standards and human rights policies
12. Drive organizational culture transformation in mining corporations
13. Measure DEI performance using KPIs, ESG reporting, and social impact metrics

**Target Audience**

1. Mining executives and senior management
2. HR managers and talent acquisition specialists
3. Health, Safety & Environment (HSE) officers
4. Diversity, Equity & Inclusion officers and consultants
5. Mining engineers and operational supervisors
6. Union leaders and employee representatives
7. Government mining regulators and compliance officers
8. CSR and sustainability professionals in extractive industries

**Course Modules**

**Module 1: Foundations of DEI in Mining**

- Core principles of diversity, equity, inclusion
- Evolution of DEI in extractive industries
- Global mining workforce demographics
- Barriers to inclusion in mining environments
- Legal and ethical frameworks
- **Case Study:** Anglo American’s workforce transformation initiatives in South Africa

**Module 2: ESG & Responsible Mining Integration**

- ESG standards in mining operations
- Social license to operate (SLO)

- Sustainability-linked workforce policies
- Community engagement frameworks
- Reporting and compliance systems
- **Case Study:** Rio Tinto ESG reporting and community inclusion strategy

**Module 3: Gender Equality & Women in Mining**

- Gender gaps in mining employment
- Inclusive hiring and retention strategies
- Leadership pathways for women
- Workplace safety for women miners
- Anti-harassment frameworks
- **Case Study:** BHP Women in Mining leadership development program

**Module 4: Cultural Intelligence & Multicultural Teams**

- Cross-cultural communication skills
- Managing diverse mining crews
- Reducing cultural conflict in shifts
- Inclusive decision-making models
- Language and communication barriers
- **Case Study:** Glencore multicultural workforce integration model

**Module 5: Inclusive Leadership in High-Risk Environments**

- Leadership bias awareness
- Safety-first inclusive leadership
- Psychological safety in mining sites
- Inclusive supervision techniques
- Conflict resolution strategies
- **Case Study:** AngloGold Ashanti safety culture transformation

**Module 6: Indigenous Participation & Community Equity**

- Indigenous rights in mining zones
- Free, Prior and Informed Consent (FPIC)
- Benefit-sharing agreements
- Local workforce development
- Community grievance mechanisms
- **Case Study:** Newmont Corporation indigenous partnership framework

**Module 7: DEI Policy, Compliance & Measurement**

- Anti-discrimination policies
- DEI compliance frameworks
- Workforce audits and assessments
- KPIs for inclusion performance
- ESG and sustainability reporting
- **Case Study:** Vale DEI compliance restructuring program

**Module 8: Future of Inclusive Mining Workforce**

- Automation and workforce transition
- Digital inclusion in mining operations
- AI-driven HR and recruitment fairness
- Future skills for inclusive mining
- Innovation in equitable workforce design
- **Case Study:** Caterpillar smart mining workforce transformation

### Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

**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 |
| **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