Training Course on Promoting Diversity, Equity and Inclusion (DEI) in Schools

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's increasingly interconnected and multicultural world, fostering diversity, equity, and inclusion (DEI) within school systems is more than a moral imperative—it is a foundational pillar for creating safe, respectful, and thriving learning environments. Training Course on Promoting Diversity, Equity, and Inclusion (DEI) in Schools equips school leaders, teachers, counselors, and stakeholders with the essential tools to integrate DEI principles into policies, classroom practices, and school culture. Participants will explore how identity, power, privilege, and systemic bias impact learning experiences, and they will gain practical strategies to drive equitable outcomes for all students.

With an emphasis on cultural responsiveness, inclusive teaching, equity leadership, and bias mitigation, this training aligns with global educational goals to promote justice, empathy, and social-emotional learning in schools. Through interactive content, real-world case studies, and data-driven insights, this course empowers participants to lead transformative change and build inclusive communities that celebrate every student's uniqueness.

Programme Curriculum

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Course Objectives

1. Define the concepts of diversity, equity, and inclusion in the school context.
2. Identify and dismantle systemic barriers affecting marginalized student groups.
3. Implement inclusive teaching strategies that promote student engagement.
4. Foster culturally responsive pedagogy across all grade levels.
5. Address implicit bias and promote anti-racist educational practices.
6. Integrate equity-focused leadership in school policies and decision-making.
7. Create safe spaces for open dialogue around race, identity, and belonging.
8. Understand intersectionality and its impact on student experiences.
9. Develop inclusive curricula that reflect student diversity.
10. Engage families and communities in culturally respectful ways.
11. Monitor equity indicators and evaluate inclusion initiatives.
12. Empower student voice and participation in DEI efforts.
13. Design long-term action plans for sustaining DEI in schools.

Target Audiences

1. School Principals and Administrators
2. K-12 Teachers and Educators
3. Guidance Counselors and Social Workers
4. Curriculum Designers
5. School Board Members
6. Education Policy Makers
7. Parent-Teacher Associations
8. Diversity & Equity Coordinators

Course Duration: 5 Days

Course Modules

Module 1: Foundations of DEI in Education

- Define core DEI concepts and terminology
- Explore the historical context of inequity in education
- Understand identity, power, and privilege in schools
- Discuss intersectionality and student diversity
- Recognize the impact of school culture on inclusion
- **Case Study**: Addressing exclusionary practices in a suburban high school

Module 2: Culturally Responsive Teaching

- Identify principles of culturally responsive pedagogy
- Adapt lesson plans to reflect diverse perspectives
- Use inclusive language and content in instruction
- Promote critical thinking around social justice topics
- Support multilingual and diverse learners
- **Case Study**: Integrating Indigenous perspectives into a Grade 5 curriculum

Module 3: Addressing Implicit Bias

- Understand types of unconscious bias
- Learn how bias manifests in classroom settings
- Use reflection tools for bias recognition
- Implement anti-bias strategies in interactions and grading
- Build empathy through storytelling and student narratives
- **Case Study**: Reducing disciplinary bias in a middle school setting

Module 4: Equity-Driven Leadership

- Develop inclusive leadership skills
- Create DEI-focused school policies
- Conduct equity audits and needs assessments
- Build a diverse leadership team
- Hold staff accountable for equity goals
- **Case Study**: Implementing equity-focused hiring in a district office

Module 5: Inclusive Curriculum Development

- Evaluate current curriculum for inclusivity gaps
- Integrate multicultural and anti-racist materials
- Collaborate with diverse communities in content creation
- Avoid cultural appropriation and stereotyping
- Promote critical literacy and global awareness
- **Case Study**: Designing a social studies unit with an inclusive lens

Module 6: Creating Safe and Inclusive Spaces

- Design classrooms that celebrate student identity
- Foster peer-to-peer respect and allyship
- Implement restorative practices for conflict resolution
- Promote mental health support for marginalized students
- Encourage affinity groups and student clubs
- **Case Study**: Establishing a gender-inclusive restroom policy

Module 7: Family and Community Engagement

- Recognize cultural differences in family engagement
- Use inclusive communication practices
- Create multilingual outreach strategies
- Host equity-centered events and workshops
- Build trust through consistent and respectful dialogue
- **Case Study**: Building partnerships with immigrant families in an urban school

Module 8: Sustaining DEI in Schools

- Establish DEI goals and progress metrics
- Provide ongoing staff professional development
- Build DEI into school improvement plans
- Foster cross-school collaboration and learning communities
- Celebrate milestones and share success stories
- **Case Study**: Maintaining momentum in a district-wide DEI initiative

Training Methodology

- Interactive workshops and role-playing activities

- Reflective journaling and self-assessment exercises
- Case study analysis and group discussions
- Expert guest speakers and panel dialogues
- DEI toolkit with customizable templates and resources
- Follow-up coaching and mentorship for implementation

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 CenterANCY LD 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

Start Date	End Date	Location	Price
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