Workplace Equity and Diversity Management Training Course

Professional Development Training Course Outline

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

Course Introduction

Workplace Equity and Diversity Management is a strategic, high-impact organizational capability focused on building inclusive workplaces, equitable systems, and diverse talent ecosystems that drive innovation, performance, and sustainability. In today's evolving corporate environment, concepts such as DEI (Diversity, Equity & Inclusion), inclusive leadership, unconscious bias mitigation, cultural intelligence, and psychological safety are no longer optional they are essential for competitive advantage and global workforce alignment. Organizations that embed equity-driven practices into recruitment, leadership, performance management, and employee engagement consistently outperform in employee retention, brand reputation, ESG compliance, and innovation outcomes.

Workplace Equity and Diversity Management Training Course equips participants with practical frameworks, tools, and real-world strategies to design and implement equitable workplace systems, anti-discrimination policies, bias-free decision-making processes, and inclusive culture transformation initiatives. It integrates global best practices, HR analytics, behavioral science, and organizational development principles to enable sustainable change. Participants will learn how to foster belonging culture, equity-centered leadership, and diverse talent empowerment, ensuring alignment with modern workforce expectations and corporate governance standards.

Programme Curriculum

Workplace Equity and Diversity Management Training Course

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Course Duration

5 days

Course Objectives

1. Understand core principles of Diversity, Equity, Inclusion (DEI) and belonging culture
2. Identify and mitigate unconscious bias in hiring and promotion systems
3. Develop inclusive leadership competencies for modern workplaces
4. Design equitable HR policies and fair performance management systems
5. Implement workplace anti-discrimination and anti-harassment frameworks
6. Strengthen cultural intelligence (CQ) and cross-cultural communication skills
7. Build strategies for gender equity and intersectional inclusion
8. Promote psychological safety and employee engagement practices
9. Use data analytics for DEI measurement and workforce diversity metrics
10. Align workplace equity initiatives with ESG and sustainability goals
11. Manage change for organizational culture transformation
12. Address systemic inequality through structural inclusion strategies
13. Develop action plans for long-term DEI implementation and accountability

Target Audience

1. HR Managers and HR Business Partners
2. Diversity, Equity & Inclusion Officers
3. Team Leaders and Department Heads
4. Corporate Executives and Senior Management
5. Talent Acquisition Specialists and Recruiters
6. Organizational Development Consultants
7. Public Sector and NGO Leaders
8. Learning and Development Professionals

Course Modules

Module 1: Foundations of Workplace Equity & DEI

- Understanding DEI frameworks and global standards
- Equity vs equality in workplace systems

- Importance of inclusive workplace culture
- Role of leadership in driving DEI transformation
- **Case Study:** Tech company improving retention through DEI restructuring

Module 2: Unconscious Bias & Decision-Making

- Types of unconscious bias in recruitment and evaluation
- Cognitive bias impact on workplace decisions
- Tools for bias interruption in hiring processes
- Behavioral nudges for fair decision-making
- **Case Study:** Bias reduction in hiring at a multinational firm

Module 3: Inclusive Leadership Development

- Traits of inclusive leaders in modern organizations
- Building empathy-driven leadership styles
- Communication strategies for inclusion
- Leading diverse and hybrid teams effectively
- **Case Study:** Leadership transformation in global retail organization

Module 4: Equitable HR Systems & Policies

- Designing fair recruitment and promotion frameworks
- Pay equity and compensation fairness strategies
- Performance appraisal bias elimination techniques
- Policy audits for equity compliance
- **Case Study:** Salary equity correction in financial institution

Module 5: Cultural Intelligence & Cross-Cultural Teams

- Understanding cultural intelligence (CQ) model
- Managing multicultural and global teams
- Reducing cultural misunderstandings at work
- Enhancing collaboration across diversity dimensions
- **Case Study:** Cross-border team success in global consulting firm

Module 6: Workplace Harassment, Ethics & Compliance

- Anti-harassment policies and enforcement mechanisms
- Ethical workplace behavior standards
- Reporting systems and whistleblower protection
- Legal frameworks supporting workplace equity
- **Case Study:** Organizational reform after compliance violation

Module 7: Data-Driven DEI & Analytics

- DEI metrics and KPIs for organizations
- Workforce diversity dashboards and reporting
- Using HR analytics for inclusion insights
- Measuring belonging and engagement levels
- **Case Study:** Data-led DEI transformation in tech enterprise

Module 8: Sustainable DEI Strategy & Culture Transformation

- Long-term DEI roadmap development
- Embedding inclusion into corporate strategy
- Change management for cultural transformation
- Accountability frameworks for DEI progress
- **Case Study:** Full-scale culture shift in global manufacturing company

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- 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:

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