

# Diversity and Inclusion Management Course

- CMI Level 5



CMI Awards

**FINALIST**

Outstanding Training  
Provider of the Year 2022



# Diversity and Inclusion Management Course

- CMI Level 5

## Duration

Three teaching days

## Validating Body

CMI

## Who is this course for

This course is ideally suited to;

- Practicing or aspiring managers and leaders to understand the business case for EDI.
- Leaders and managers with progression routes to implement the company's EDI strategy.
- Practitioners with basic knowledge of EDI who want to deepen their knowledge and understand strategic approaches.
- Practitioners who will benefit from a highly collaborative and participative delivery style.

## Overview

Diversity, inclusion and equality have moved from being marginal business concerns into being firmly positioned in the mainstream. Whether viewed from the perspective of employer brand and reputation, customer/client reach, or products and services, successful business are learning to tap into EDI as a source of genuine and lasting competitive advantage.

There has been an understandable growth in the deployment of EDI specialists in organisations, and they will continue to play a vital role in strategy development and implementation. Organisations are realising, however, that greater visibility and clout of the EDI function is only part of the solution. If the benefits in terms of workforce, workplace, and marketplace are to be realised, EDI needs to be positioned as a core competence for managers and leaders throughout the organisation.

Our Diversity and Inclusion Management Course provides a vital space for leaders and managers at all levels to boost their understanding and effectiveness in the EDI arena. The course is designed to accommodate practitioners at all levels, and positions EDI as central (rather than additional) to effective management practice. All will benefit from the highly collaborative and participative delivery style, and all will leave with enhanced clarity about the personal role they play in harnessing the benefits of EDI for their organisation.

## Learning Outcomes

On completion of this course, delegates will have:

- A clear understanding of the legal and business imperatives driving progress and action in EDI terms
- Knowledge of the 'change levers' needed to implement and deliver improvement through EDI
- Enhanced understanding of the personal toolkit required by leaders and managers to connect EDI with individual and team performance
- Planned the next steps they will take in 'real-time' to advance the EDI agenda in their organisation

## Qualification

### **CMI Level 5 Award in Managing Equality, Diversity and Inclusion**

#### **Assessment**

This qualification is aimed at practising or aspiring managers and leaders who are typically accountable to a senior manager or business owner. It is aimed at enabling practising or aspiring managers to understand the business case for equality, diversity and inclusion and the role of managers in creating inclusive cultures.

Delegates will be required to complete one 3500 – 4000 word assignment that requires taught theory to be applied to the organisational context.

- 506 – Managing Equality, Diversity and Inclusion

#### **Support**

As part of your course fee, you are given free and unlimited access to post-classroom tutorials. These are organised monthly and run by CMI qualified tutors to help guide learners through the assignment writing phase.

## 2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated it's 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

## Agenda

### **Session 1 EDI as a Business Imperative**

- Welcome and introductions
- Distinguishing equality, diversity and inclusion
- Legal overview
- The business case - and beyond
- Strategy and planning tools
- Case studies – analysis and action
- Implementation tools – metrics, engagement, and governance

### **Session 2 The Personal Skills Toolkit**

- Aspects of diversity
- Linking diversity and performance
- Exploring bias
- Understanding microincivilities and how to tackle them
- Developing conversational skills – scenario exercises
- Helpful hints in courageous conversations

### **Session 3 Towards Inclusive Cultures**

- The traits of inclusive leadership
- Creating psychological safety in teams
- Mapping development of inclusive leadership skills
- The hallmarks of inclusive cultures
- Fostering belonging at work
- Next steps – developing an implementation project
- Round-up and close

## Tutors

### **Fitzroy Andrew**

With a passion for learning; high standards; committed to social causes; grounded humility; an unerring instinct for developing potential. These qualities are amongst the hallmarks of Fitzroy's 40-year career, and they continue to drive him as he develops his portfolio of work with individuals and enterprises.

He knows what it is to climb the career ladder. An HR Director at 29, a charity CEO by his mid-thirties, author of an award-winning research report, and a leader at executive and non-executive levels of SMEs and social enterprises over the last twenty years. Fitzroy has accumulated a wealth of knowledge in strategy, leadership development, coaching and mentoring.

A gifted communicator, Fitzroy is turning his talents to focus in two key areas. The first is to work with individuals to make career and life success meaningful through strengthening and expressing what he calls their 'Achievement Mindset'. This will be delivered through a tailored support package of coaching and self-presentation, and is equally relevant to employed and self-employed professionals.

The second arises out of his experience as a child of the Windrush generation, and is about helping corporate enterprises get the best from inclusive leadership. Teams in today's workplace need to know how to maximise the contribution and effort from everyone; this places a premium on relationships. The most successful teams are the most inclusive teams, and Fitzroy is highly skilled at working with groups to help them unlock high performance through inclusion.

