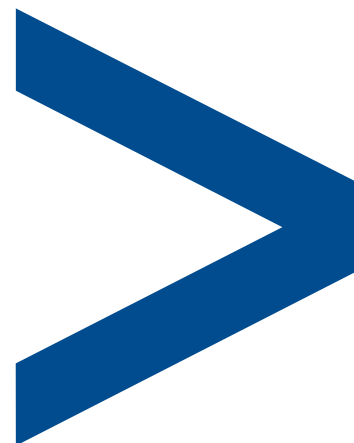


Strategic Approaches to Equality, Diversity and Inclusion - CMI Level 7

3 Day Course



In association with



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 0161 509 2999

 inpd.co.uk

Our customers say **Excellent**



4.9 out of 5 based on 640 reviews



In Professional Development

In Professional Development is a dynamic and efficient independent training provider. With a national presence, we have 120 consultants specialising in Leadership, Management, Strategy, Business Growth, Coaching and Mentoring, Equality, Diversity and Inclusion and much more.

Our aim is to provide leaders with the tools they need to unlock their potential and drive positive change in their business.

Our 4x Owner Directors and 3x Associate Directors have a combined experience of 100+ years in learning and development, working both for private sector organisations and British Universities, at undergraduate and post-graduate levels, specialising in professional audiences in the topic areas. This vast experience means we're well placed to consult based on a rich history of excellence, demonstrated by our 5 star Trustpilot rating.

Overview

Equality, diversity, and inclusion are matters of the highest profile and importance in work and society in today's Britain. No organisation can ignore the potential impacts in terms of employer branding, customer/client reach, and products and services. The benefits to be gained in each of these areas through progress and success are as substantial as the potential risks to reputation and standing through missteps and ineffective action.

Beyond the business case, there is now substantial evidence that a holistic, strategic approach to EDI is most likely to deliver the desired results in the long run. Success requires nuanced, insightful leadership – much of which can be learned from the accumulated wisdom relating to effective organisational change. There are, however, additional and highly particular sensitivities to observe and navigate. Effective change leaders in this field require a dedicated space to identify and hone the personal and professional skills they need.

InPD's Strategic Approaches to Equality, Diversity, and Inclusion programme provides that space. The programme is unique in accommodating practitioners at all levels, from seasoned experts to newcomers in the field. All will benefit from the highly collaborative and participative facilitation and delivery, and all will leave with enhanced clarity about their role and effectiveness as change strategists and leaders.

Who is this course for

This programme is ideally suited to senior leaders, executives and directors carrying the responsibility for EDI strategy and practice within their organisation, as a primary focus or a part of a multi-faceted role.

Learning Outcomes

On completion of this programme, participants will:

- A clear framework through which to create, review, or refine their organisation's EDI strategy and delivery plan, and develop success indicators and change milestones
- Enhanced knowledge, awareness, and skills to support their identity and practice as a change leader for EDI in their organisation, through modelling appropriate behaviours and facilitating the presence of allies at all levels
- Clarity and confidence about the immediate actions to be taken back at base through the development of a personal 'project' to be implemented, aimed at delivering practical results and positive change

Delivery Method and Price:

Virtual Classroom: **£1,650 + VAT**

Face to Face Classroom: **£1,950 + VAT**

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The trainer showed an expert knowledge of the subject and shared many insights from their professional experience to support the more theoretical aspects of the content. The trainer facilitated the sessions very well, allowing people to speak at length and share their ideas. This was hugely beneficial and interesting.

EAP tutor, Kings College London

Agenda

Session One: The Strategic Case for EDI

Key themes include:

- Welcome, introductions, and course overview
- EDI as social change – a historical timeline
- Distinguishing ‘equality’ ‘diversity’ and ‘inclusion’
- The elements of a strategic approach to EDI
- Stakeholder engagement and cultural congruence
- Strategy case studies

Session Two: Personal Skills for EDI Leadership

Key themes include:

- Key change leadership skills for EDI
- Framing ‘diversity’ inclusively
- The performance case for diversity
- Exploring and overcoming personal and systemic bias
- Creating an inclusive culture: tackling ‘microincivilities’ and exploring allyship
- Taking the stand: exploring ‘courageous conversations’

Session Three: Towards Action: Framing Your Personal Project

Key themes include:

- Inclusive leadership: the key traits
- Psychological safety: what it is and how to promote it
- Comparative perspectives: case study exercises
- Co-consulting on personal projects
- Programme round-up and close

Qualification

Following completion of the programme, learners can opt to continue their studies with a CMI Level 7 Award in Strategic Approaches to Equality, Diversity and Inclusion.



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.

Naomi Buthee



Naomi Buthee is an experienced, CIPD qualified people management professional with experience of designing and deploying strategies across multiple sectors. Outside of her corporate experience, she works with various organisations and individuals, providing support and advice on a range of people and strategic issues. Naomi's knowledge, enthusiasm and energy brings her courses to life.

Tash Thomas



Tash (she/her) is an Inclusion and Diversity Consultant, presenter, speaker and LGBTQIA+ Activist, who is at the forefront of conversation. Tash uses her lived experience and identity as a Black queer woman to continue the focus on diversity and inclusion in society and in the workplace. She provides valuable insight into how to remove barriers associated with diversity and constructively ensure that opportunities can be accessed with equity in both the workplace and wider in our local and global communities.

Joanna Frith-Williams



Joanna's background is in Further and Higher Education, initially as a lecturer and manager but for the past 10 years, as an Executive Leader. She has a passion for teaching and learning, the power of education to fundamentally change lives and social justice. She is expert in Professional Development, External Partnerships. Curriculum, Quality, Equality and Diversity, Safeguarding and the Learner Experience. Joanna's research interests have included policy enactment, the role of consultants in impactful change management and coaching/mentoring for highly performing organisations. Joanna has successfully run her own consultancy for a number of years.

Zara Sloane



Zara is a certified Executive Coach and has worked globally with a range of businesses and senior leaders, as well as emerging and young leaders. Her energetic, professional, and results-oriented approach – paired with her passion for Diversity, Equity & Inclusion – has been critical to her diverse portfolio of roles and projects on which she has worked. Her 20 years corporate experience prior to consulting, includes having operated and led in global commercial roles as well as functional specialist roles in Talent, leadership, Diversity & Inclusion, Organisational Development and Organisational Effectiveness.

