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

Duration
Three teaching days

Validating Body
CMI
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.

In Professional Development’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 course is ideally suited to senior leaders carrying the responsibility for EDI strategy and practice within their organisation, whether it constitutes the primary focus of their role or a part of a multi-faceted role. Practitioners across the spectrum of knowledge and experience – from seasoned ‘subject matter experts’ through to those with no prior exposure – will benefit from the highly collaborative and participative facilitation and delivery style, which emphasises the sharing of the accumulated know-how present in the room.

This course is for you if you want to:

• Develop in-depth understanding of equality, diversity and inclusion at a strategic level
• Be able to identify evidence-based approaches to removing structural inequality both within an organisational and social context
• Develop an understanding of approaches to comply with legal and good practice around the influence of equality, diversity and inclusion
• Develop strategic priorities for equality, diversity and inclusion
• Return to the workplace with a comprehensive plan for the integration of strategic priorities into organisational culture
The CMI Level 7 Award in Strategic Approaches to Equality, Diversity and Inclusion

Assessment

The CMI Level 7 Award in Strategic Approaches to Equality, Diversity and Inclusion is designed for Directors and Senior Managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the programme, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

Delegates will be required to complete one assignment (between 3500 – 4000 words) that requires taught theory to be applied to the strategic organisational context, with a focus on strategic approaches to equality, diversity and inclusion:

• Unit 715: Strategic Approaches to 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.

On completion of this programme, delegates will have:

• 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

Learning Outcomes

Qualification

The CMI Level 7 Award in Strategic Approaches to Equality, Diversity and Inclusion

Assessment

The CMI Level 7 Award in Strategic Approaches to Equality, Diversity and Inclusion is designed for Directors and Senior Managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the programme, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

Delegates will be required to complete one assignment (between 3500 – 4000 words) that requires taught theory to be applied to the strategic organisational context, with a focus on strategic approaches to equality, diversity and inclusion:

• Unit 715: Strategic Approaches to 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.
We are pleased to announce that we have been shortlisted for this year’s Outstanding Training Provider of the Year 2022 Award with Chartered Management Institute. The award acknowledges outstanding positive impact through a Non-HE Partner’s relationship with CMI. Find out more about the prestigious award here.

CMI Awards

Session 1: 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 2: 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’
• Taking the stand: exploring ‘courageous conversations’

Session 3: 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

Next Steps:
• Strategic Wellbeing and Resilience Programme
• Strategic Decision Making for Leaders
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.

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.