

Strategic Approaches to Diversity, Equity and Inclusion

- CMI Level 7

3 Day Course



In association with



 enquiries@inpd.co.uk

 0161 509 2999

 inpd.co.uk

Our customers say **Excellent**



4.9 out of 5 based on 640 reviews

 Trustpilot

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

Equity, 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. DEI is a source of genuine concern for employees as well as a source of lasting competitive advantage in the workforce market of today. 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 DEI 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.

The course will touch on all the differing characteristics of diverse workforces, and the considerations for leaders in establishing valuing of difference in your organisation, from the legal framework, understanding unconscious bias, challenging non-inclusive behaviour, allyships

and becoming an active bystander, moving from equality to equity through the understanding of structural inequity and more.

Participants will leave this programme with the understanding of how to appraise your organisation's data to inform your strategic priorities, ensuring alignment with the organisation's objectives, from developing to implementation tools.

InPD's Strategic Approaches to Diversity, Equity 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;

- Organisational decision makers.
- Formal workforce advisory panel members or workforce committee members.
- Designated non-executive directors responsible for engagement with the workforce.
- Senior leaders, executives, and directors accountable for implementation of DEI initiatives and practice within their organisation, whether it constitutes the primary focus of their role or a part of a multi-faceted role.
- Practitioners with prior knowledge and experience with DEI implementation and looking to gain a broader understanding.
- Leaders looking to develop in-depth understanding of equity, diversity and inclusion at a strategic level and develop strategic priorities.
- Those wanting to be able to identify evidence-based approaches to removing structural inequality both within an organisational and social context.
- Those wanting to develop an understanding of approaches to comply with legal and good practice around the influence of equity, diversity, and inclusion.
- Those wanting to return to the workplace with a comprehensive plan for the integration of strategic priorities into organisational culture.

Learning Outcomes

On completion of this programme, delegates will have:

- A clear understanding of the legal and business imperatives driving progress and action in DEI terms incl. regulatory oversight.
- Clearly understand the board and director's role in DEI
- Develop skills in organisation cultural development.
- Critically assess structural inequality within an organisational context
- Appraise the influence of equity, diversity, and inclusion on strategic objectives.
- A clear framework through which to create, review, or refine their organisation's DEI 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 DEI 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.
- Develop the ability to lead DEI more strategically, and to evaluate personal impact on the organisation and in the accomplishment of organisational objectives.

Delivery Method and Price:

Virtual Classroom: **£1,600 + VAT**

Face to Face Classroom: **£1,900 + VAT**

Agenda

Session One: The Strategic Case for DEI

Key themes include:

- Welcome, introductions, and course overview.
- DEI as social change – a global historical timeline; social value, shareholder activism & procurement process led change.
- Distinguishing 'equity' 'diversity' and 'inclusion'

- Complying with legal requirements & delivering best practice interventions; pay gap reporting: gender, ethnicity and LGBTQ+, equality impact assessments, accessible information standard.
- The elements of a creating an DEI strategy; appraising data (incl. benchmarking) to inform priorities, developing priorities, from implementation to embedding change, incl. examples of strategies in practice.
- Stakeholder engagement and cultural congruence incl. internal (workforce) and external relationships (customers or service users) impacted through DEI.
- Evidence led approaches incl. strategy case studies

Session Two: Personal Skills for DEI Leadership

Key themes include:

- Key change leadership skills for DEI incl. self-care
- Framing 'diversity' inclusively
- The performance case for diversity; DEI influences on organisational objectives
- Exploring and overcoming personal and systemic bias incl. critically assessing structural inequity within an organisation
- Creating an inclusive culture: challenging non-inclusive behaviours, exploring allyship, positive action initiatives
- Taking the stand: exploring 'courageous conversations'

Session Three: Towards Action

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 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.

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.

Sophie Hunter



Sophie is a qualified HR Professional and specialises in Equality, Diversity and Inclusion. She has over 15 years' experience across HR specialisms including HR General, Recruitment, Pensions and Learning and Development. Sophie has over 8 years' experience as an EDI Lead for large organisations and has developed and delivered their Equality Strategy, advised on policy development and undertaken multiple corporate risk assessments for organisations across the public, private, and third sector.

