



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 08 March 2026 To 12 March 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

In today's globalized business environment, fostering a diverse workforce and creating an equitable and inclusive workplace are essential for organizations seeking success and sustainability. This professional course provides participants with a comprehensive understanding of diversity, equity, and inclusion (DEI) practices, equipping them with the tools to implement effective strategies in their organizations. Participants will learn from case studies, interactive activities, and expert insights to develop a DEI plan tailored to their unique workplace environment.

## Objectives

- Understand the importance and benefits of diversity, equity, and inclusion in the workplace.
- Identify key DEI challenges and opportunities within an organization.
- Develop strategies to create an inclusive work environment.
- Learn how to measure and evaluate the effectiveness of DEI initiatives.
- Foster a culture of continuous improvement and learning regarding DEI practices.

## Course Outlines

### Day 1: Understanding Diversity, Equity, and Inclusion

- Introduction to core DEI concepts and terminology.
- The business case for diversity and inclusion.
- Exploring unconscious biases and their impact on the workplace.
- Case studies: Successful DEI initiatives in various industries.
- Interactive session: Self-assessment and reflection on personal biases.

### Day 2: Building an Inclusive Culture

- Strategies for fostering an inclusive workplace culture.
- Creating an inclusive communication climate.
- Best practices for inclusive leadership.
- Understanding intersectionality and its role in inclusion.
- Workshop: Developing an inclusive team charter.

### Day 3: Equity in Action

- Understanding equity vs. equality in workplace settings.
- Identifying and addressing systemic barriers to equity.
- Promoting equitable access to opportunities within an organization.
- Case study: Equity-focused policies and their outcomes.
- Activity: Designing an equity audit for your organization.

### Day 4: Implementing DEI Strategies

- Steps to develop and implement a DEI strategic plan.
- Aligning DEI initiatives with organizational goals and values.
- Engaging stakeholders at all levels in DEI efforts.
- Utilizing data to drive DEI decision-making and policy creation.

- Workshop: Drafting a DEI action plan for your workplace.

**Day 5: Measuring and Sustaining DEI Efforts**

- Tools and metrics for assessing DEI progress and impact.
- Techniques for sustaining momentum in DEI initiatives.
- Encouraging continuous learning and adaptation in DEI practices.
- Reviewing and refining your DEI action plan.
- Final presentations: Sharing DEI plans and feedback from peers.