



London TDM

## HR Training Courses

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

**Course Date:** From 19 October 2025 To 23 October 2025

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Diversity, Equity, and Inclusion Strategies" course is designed to equip participants with the essential knowledge and skills to cultivate an inclusive work environment. Through this five-day course, participants will engage in interactive sessions, discussions, and practical exercises that highlight the importance of diversity, promote equity, and foster inclusion throughout organizational practices and policies.

## Objectives

- Understand the fundamental concepts of diversity, equity, and inclusion (DEI).
- Identify and address unconscious biases within workplace settings.
- Develop strategies for implementing DEI initiatives effectively.
- Promote an organizational culture that supports DEI principles.
- Evaluate the impact of DEI strategies and initiatives.

## Course Outlines

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

- Introduction to DEI: Definitions and Key Concepts
- Historical Context and Evolution of DEI in the Workplace
- The Business Case for DEI: Benefits and Challenges
- Cultural Competence: Recognizing and Valuing Differences
- Interactive Session: Sharing Personal Experiences of Diversity

### Day 2: Unconscious Bias and Its Impact

- Identifying Different Types of Biases
- The Science of Unconscious Bias and its Effects
- Strategies to Mitigate Bias in Decision-making
- Case Studies: Bias in Recruitment and Promotions
- Workshop: Reflecting on Personal Biases and Addressing Them

### Day 3: Creating an Inclusive Culture

- Components of an Inclusive Workplace Culture
- Effective Communication Across Diverse Groups
- Inclusive Leadership: Role of Leaders in DEI
- Building ERGs (Employee Resource Groups) and Networks
- Group Activity: Designing an Inclusive Workplace

### Day 4: Implementing DEI Initiatives

- Frameworks for Developing and Implementing DEI Strategies
- Setting DEI Goals and Measuring Outcomes
- Engaging Stakeholders and Managing Change
- Best Practices for Continuous Improvement in DEI
- Panel Discussion: Success Stories and Lessons Learned

## **Day 5: Evaluating and Sustaining DEI Efforts**

- Conducting DEI Audits and Assessments
- Using Data and Metrics to Evaluate DEI Initiatives
- Addressing Challenges in Sustaining DEI Programs
- The Role of Mentorship and Sponsorship in DEI
- Final Review and Course Evaluation