

Course No. 1934

Diversity, Equity & Inclusion Strategy in the Workplace Training Course

WORKPLACE CULTURE, DIVERSITY & INCLUSION
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Diversity, Equity & Inclusion Strategy in the Workplace Training Course provides a strategic and practical framework for designing, implementing, and sustaining workplace strategies that support a diverse, fair, and inclusive organizational environment. The course focuses on how organizations can translate diversity, equity, and inclusion principles into measurable organizational priorities, leadership practices, workforce processes, and employee experiences.

Participants will examine the business and organizational dimensions of diversity, equity, and inclusion, including workforce representation, equitable access to opportunities, inclusive leadership, employee engagement, organizational culture, talent management, career development, and decision-making. The program emphasizes the importance of moving beyond policies and statements toward integrated practices that influence everyday workplace behaviors and organizational outcomes.

The course addresses the full employee lifecycle, including recruitment, selection, onboarding, performance management, learning and development, promotion, succession planning, recognition, retention, and employee relations. Participants will learn how to identify structural and behavioral barriers, assess organizational gaps, establish strategic priorities, and develop initiatives that support fairness, participation, belonging, and organizational effectiveness.

Through case studies, organizational assessments, practical exercises, leadership scenarios, and strategy workshops, participants will develop the capability to build a comprehensive Diversity, Equity & Inclusion strategy aligned with organizational objectives. The course also focuses on governance, accountability, measurement, workforce analytics, communication, change management, and continuous improvement to ensure that inclusion becomes an embedded component of organizational culture and performance.

Objectives

- By the end of the course, participants will be able to:
- Analyze the strategic importance of diversity, equity, and inclusion in modern organizations.
- Assess the current state of diversity, equity, and inclusion within a workplace.
- Identify structural, cultural, and behavioral barriers to equitable participation.

- Develop a strategic framework for workplace diversity, equity, and inclusion.
- Align diversity and inclusion priorities with organizational strategy and workforce requirements.
- Evaluate employee lifecycle practices from a diversity, equity, and inclusion perspective.
- Strengthen inclusive leadership and management practices.
- Identify and address unconscious bias in workplace decisions and processes.
- Develop equitable approaches to recruitment, development, promotion, and succession.
- Use workforce data and employee feedback to establish evidence-based priorities.
- Establish governance, accountability, and leadership responsibilities for inclusion.
- Develop meaningful measures and indicators for diversity, equity, and inclusion performance.
- Design communication and change management approaches that support sustainable adoption.
- Evaluate the effectiveness and organizational impact of inclusion initiatives.
- Develop an actionable roadmap for implementing and sustaining a workplace diversity, equity, and inclusion strategy.

Who Should Attend

This course is designed for executives, senior managers, department heads, team leaders, and decision-makers responsible for organizational culture, workforce strategy, leadership, employee experience, and organizational performance.

It is particularly relevant for HR directors and managers, HR business partners, talent management professionals, organizational development specialists, learning and development professionals, employee relations teams, workforce planning specialists, employee experience professionals, and those responsible for workplace culture and inclusion initiatives.

The course is also suitable for organizations seeking to strengthen workforce participation, improve employee experience, promote fair access to career opportunities, reduce organizational barriers, enhance leadership accountability, and establish a sustainable strategy for diversity, equity, inclusion, and belonging.

Learning Outcomes

- By the end of the course, participants will be able to:
- Explain the strategic foundations of workplace diversity, equity, and inclusion.
- Distinguish between diversity, equity, inclusion, and belonging and their organizational implications.
- Conduct a structured assessment of workplace inclusion and workforce practices.
- Identify barriers and risks affecting equitable employee participation and progression.
- Evaluate organizational culture and leadership behaviors from an inclusion perspective.
- Apply practical approaches for recognizing and reducing unconscious bias.
- Integrate diversity, equity, and inclusion principles across the employee lifecycle.
- Develop inclusive approaches to recruitment, talent management, performance, and succession.
- Use workforce data and employee insights to identify inclusion priorities.
- Establish leadership accountability and governance mechanisms.
- Develop relevant performance indicators and measurement frameworks.
- Build communication approaches that strengthen awareness, participation, and trust.
- Support organizational change associated with diversity, equity, and inclusion initiatives.
- Evaluate the effectiveness and business impact of inclusion programs.
- Prioritize initiatives according to organizational needs, risks, and expected impact.
- Develop a practical implementation roadmap for a sustainable workplace diversity, equity, and inclusion strategy.

Course Outline

DAY 01

Foundations of Diversity, Equity & Inclusion in the Workplace

- Understanding diversity, equity, inclusion, and belonging.
- The strategic value of a diverse and inclusive workforce.
- Diversity and organizational performance.
- Workforce representation and participation.
- Equity versus equality in workplace practices.

DAY 01 — CONTINUED

- Organizational culture and its influence on inclusion.
- Employee experience and workplace belonging.
- Common barriers to inclusion and equitable participation.
- Unconscious bias, assumptions, and workplace stereotypes.
- Leadership responsibility for creating inclusive organizations.

PRACTICAL APPLICATION

Conduct a workplace diversity, equity, and inclusion assessment and identify key strengths, gaps, risks, and opportunities.

DAY 02

Developing a Strategic Diversity, Equity & Inclusion Framework

- Assessing organizational readiness for diversity, equity, and inclusion.
- Establishing a clear strategic vision and organizational objectives.
- Identifying priority workforce groups, processes, and organizational challenges.
- Conducting inclusion and equity gap analysis.
- Aligning inclusion priorities with organizational strategy.
- Developing strategic pillars and measurable objectives.
- Prioritizing initiatives according to organizational impact.
- Building business cases for diversity, equity, and inclusion initiatives.
- Stakeholder analysis and leadership alignment.
- Integrating diversity, equity, and inclusion into organizational planning.

PRACTICAL APPLICATION

Develop a strategic framework with vision, objectives, priorities, initiatives, responsibilities, and expected organizational outcomes.

DAY 03

Inclusive Talent Management and Employee Lifecycle

- Diversity, equity, and inclusion across the employee lifecycle.
- Inclusive recruitment and selection practices.
- Reducing bias in hiring and candidate evaluation.
- Inclusive onboarding and employee integration.
- Equitable access to learning and development.
- Performance management and fair evaluation.
- Career progression and promotion opportunities.
- Talent identification and succession planning.
- Recognition, rewards, and employee contribution.
- Retention, engagement, and employee experience.
- Reviewing HR policies and practices for equity and inclusion.

PRACTICAL APPLICATION

Review an employee lifecycle and redesign selected HR practices to strengthen fairness, inclusion, employee participation, and career opportunity.

DAY 04

Inclusive Leadership, Culture, Communication, and Change

- Developing inclusive leadership capabilities.
- Leadership behaviors that strengthen trust and belonging.
- Psychological safety and employee voice.
- Managing diverse perspectives and workplace differences.
- Addressing exclusionary behaviors and difficult situations.
- Managing conflicts related to diversity and inclusion.
- Inclusive communication across organizational levels.
- Building employee awareness and participation.
- Managing resistance to diversity, equity, and inclusion initiatives.
- Embedding inclusion into organizational culture.

DAY 04 — CONTINUED

- Change management and stakeholder engagement.

PRACTICAL APPLICATION

Manage a simulated organizational challenge involving leadership behavior, workplace inclusion, employee concerns, resistance, and stakeholder expectations.

DAY 05**Governance, Measurement, Accountability, and Implementation**

- Establishing diversity, equity, and inclusion governance structures.
- Defining leadership roles and accountability.
- Developing diversity, equity, and inclusion policies and standards.
- Workforce analytics and inclusion measurement.
- Key performance indicators for diversity, equity, and inclusion.
- Employee feedback, engagement, and belonging indicators.
- Monitoring workforce representation, progression, retention, and development.
- Evaluating initiative effectiveness and organizational impact.
- Reporting progress to senior leadership.
- Continuous improvement and strategy refinement.
- Developing sustainable implementation mechanisms.

FINAL WORKSHOP

Develop an integrated Diversity, Equity & Inclusion Strategy for an organization, covering current-state assessment, strategic vision, priorities, workforce and employee lifecycle initiatives, inclusive leadership, governance, accountability, measurement framework, communication, change management, and an implementation roadmap.



Register or Request More Information

Course page: <https://quest-training.com/courses/diversity-equity-inclusion-strategy-in-the-workplace-training-course>

Website: <https://quest-training.com>

Email: info@quest-training.com

Phone: +905016771440

