

Inclusion, Diversity and Equity: Building a Culture of Excellence

Intended Audience	Mid-Level	Delivery Options	2-Day In-Person (Onsite or Seminar) 4-Week Virtual
HR Competencies	<ul style="list-style-type: none">• Global & Cultural Effectiveness• Leadership & Navigation• HR Expertise (HR Knowledge)	Recertification*	SHRM: 15.0 PDCs

Program Overview

Develop successful inclusion and diversity practices and strategies for your organization. Explore programs, policies, and best practices for achieving equity and diversity objectives. Discover the links between diversity, human capital, and organizational performance.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Develop a diversity strategy that fosters inclusion across the organization
- Learn a framework for building credible diversity and inclusion initiatives
- Determine key metrics for diversity and inclusion initiatives
- Establish diversity training that moves beyond compliance

Program Modules

This program includes the following modules:

- Module 1: Introduction
 - Welcome to SHRM
 - SHRM Competency Model
 - Program Objectives
 - Icebreaker Activity



*Visit shrm.org/seminars for the most up-to-date recertification credit details.

- Module 2: The Changing Conversation around Inclusion, Diversity and Equity
 - Definitions
 - Trends
 - Vision Activity
- Module 3: Cultural Changes that Lead to a Diverse Workforce and Inclusive Environment
 - Culture Trumps Compliance
 - Defining Culture
 - The Four Phase Organizational Culture Model
 - System/Cultural Barriers to Inclusion, Diversity and Equity
 - Six Keys to Building a Culture
- Module 4: How to Improve Inclusion, Diversity and Equity within Recruitment/Selection
 - Employment Branding
 - Talent Pool Expansion
 - Unconscious Bias
 - Job Descriptions and Bias
 - Resumes and Work Samples
 - Structured Interviews
- Module 5: How to Improve Inclusion, Diversity, and Equity within Compensation/Benefits
 - Wage Data
 - Wage Gaps
 - The Gender Pay Gap
 - Federal and State Laws
 - Protective Measures
- Module 6: How to Improve Inclusion, Diversity and Equity within Engagement/Retention
 - ERGs and Inclusion Councils
 - Stay Interviews and Engagement Surveys
 - Leadership Development and Mentoring
 - Inclusive Leadership
 - Performance Management
- Module 7: Inclusion and Diversity Training
 - Why Training Often Fails
 - Elements of Successful Inclusion and Diversity Training
 - Building Training that Works
- Module 8: Inclusion and Diversity Framework and Metrics
 - The Framework
 - The Business Case
 - Building an Initiative/Movement
 - Metrics
- Module 9: Conclusion
 - Review
 - Thank You
 - Program Follow-up