



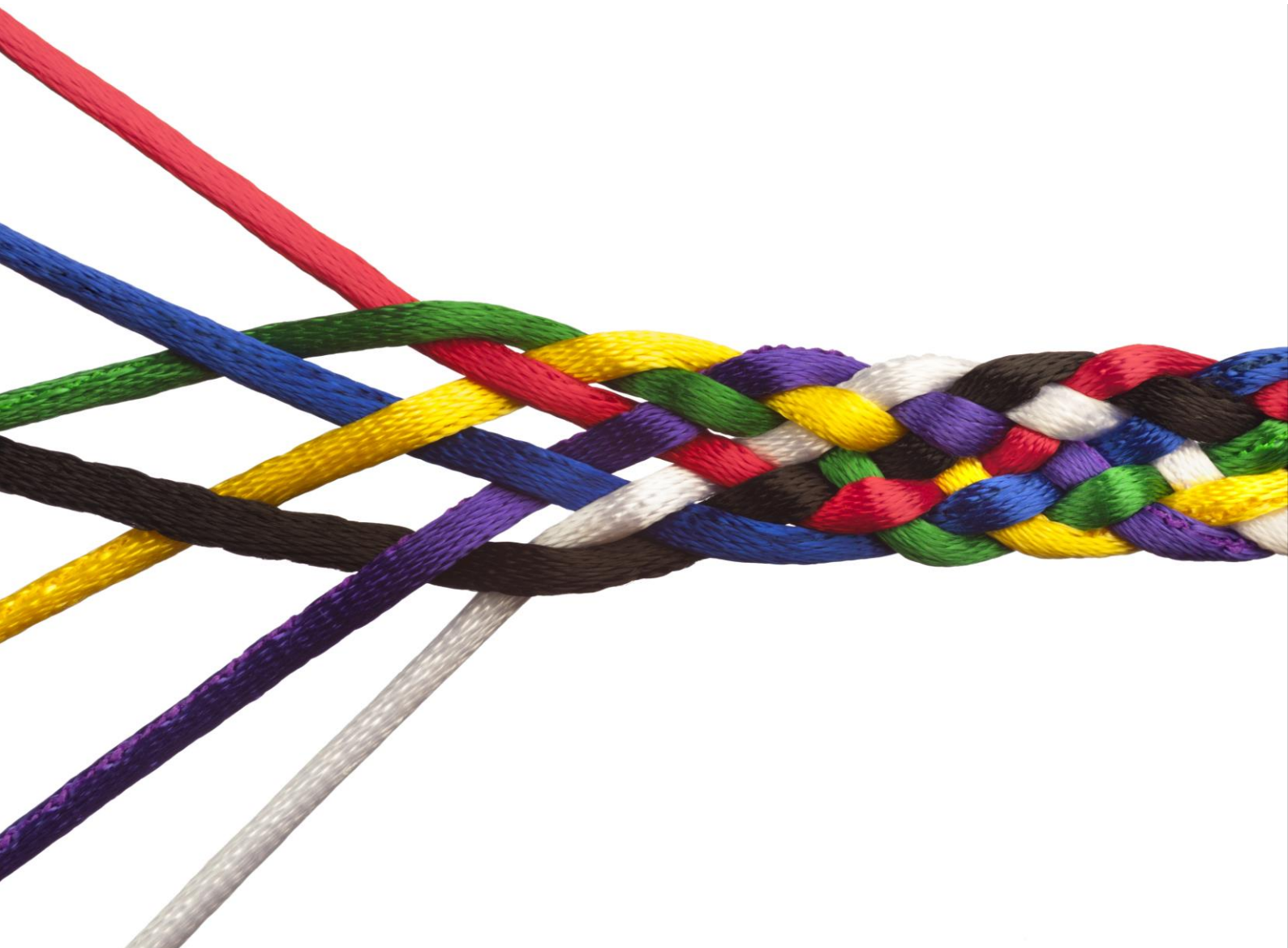
The Prince's
Responsible
Business Network



Business in the Community

DIVERSITY & INCLUSION MANAGER: FOUNDATION TRAINING

Cohort 2: 2022



OVERVIEW

This six-day professional development programme has been designed with Business in the Community (BITC) advisory expertise with the input of EDI practitioners across different sectors. The course follows an intersectional approach to diversity & inclusion, aiming to give professionals with D&I responsibility a firm theoretical foundation, a strong understanding of the tools that can drive change and an appreciation of the skills they need to deliver work that creates genuine impact.

The course will be led by one of BITC's most experienced facilitators with different elements co-facilitated by experts from the advisory team; professionals from our member organisations will share their experience as guest speakers.

This training will be of most benefit to participants:

1 Who are responsible for their organisation's diversity, inclusion and equity activities as part of their day-to-day role.

2 Who may be new to this area of work or would like a refresh on the foundational knowledge and skills.

STRUCTURE

- Six full-day modules
- Delivered over six months
- Six x 45-minute blocks per module
- Pre-reading and materials to keep
- Leading practice case studies
- High energy, facilitated discussions
- Small interactive groups
- Delivered digitally

KEY BENEFITS

- Obtain a strong, broad understanding of diversity and inclusion issues.
- Obtain the tools and framework needed manage diversity and inclusion strategies on a day-to-day basis.
- Build your capacity to deliver interventions with deep organisational buy-in that create meaningful change.
- Build a network of peers across different organisations to support your D&I career.



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PROGRAMME FLOW

1

Rationale & Strategies

2

Culture & Language

3

Data & Stakeholders

4

Policy & Practice

5

Networking & Influencing

6

Listening & Learning

TRAINING CONTENT



KNOWLEDGE

- Definitions and appropriate language
- Business benefits of diversity & inclusion
- 2010 equality act & Public sector equality duty
- Key issues for each protected characteristic
- Intersectional issues
- Evidence based practice
- The role of business as driver for social change
- Critical views



GOVERNANCE

- Strategies that create impact
- Prioritising your D&I issues
- The place of steering groups and champions
- Effective network groups



TOOLS

- Listening circles & focus groups
- Impact assessments
- Policy review & development
- Data monitoring & target setting
- Mentoring & sponsorship
- Recruitment, progression & development
- Staff training
- Awards & benchmarking
- Inclusive culture

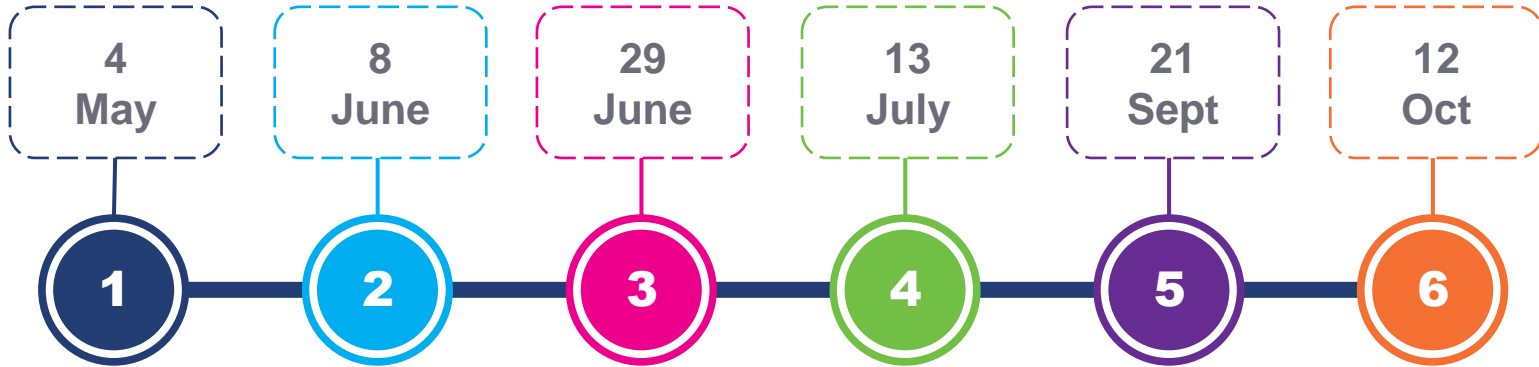


SKILLS

- Facilitating workshops
- Mapping & engaging stakeholders
- Networking & influencing
- Setting boundaries & building resilience
- Self care
- Peer support & on-going learning

BOOKING INFORMATION

2022 MODULE DATES:



COURSE COST

BITC members:

£3,800 +VAT (25% discount to the cost for a second participant) or included as the core element of BITC membership.

Non-member rate:

£4,000 +VAT

RESERVE YOUR PLACE

Speak to your Relationship Manager

Email: rbtraining@bitc.org.uk

CONTACT US

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