

# INCLUSION AND DIVERSITY

## Certificate Program





# Overview

Organizations have become increasingly diverse and culture driven in the emerging globalized markets. It is necessary to nurture diversity and also encourage an inclusive environment to optimize the team efforts and tackle the challenges arising in the workplace. After all, an organization is defined by the team, its culture, and its results.

In a workplace, interaction among peers, managers, and clients with different culture, identities and experience give way to new opportunities and challenges. Mindful engagement with these differences improves productivity, creativity and inclusivity in an organization. The focus on Diversity and Inclusion in a workplace broadens market reachability and increase employee retention. (Therefore, future focused, competitive organizations need people with the competence to skillfully navigate, manage, and lead initiatives that promote engagement, retention, and a learning culture.)

## Who should Attend?

This certification is designed for managers who have a responsibility of driving diversity and inclusion in their organisations.

This is a **60-hour** course designed as **30 webinars**



## **Domain 1 : Assessing the Business Case for Diversity & Inclusion**

### **Module 1: Diagnosing current state**

- a. Quantitative and qualitative research methodologies
- b. Estimation Methods
- c. Assessment Methods
- d. Benchmarking Methods

## **Domain 2 : Creating a D&I Strategy**

### **Module 1: Strategy Design**

- a. Understanding Vision, Mission, Values and Strategic Priorities
- b. Elements of D&I Strategy
- c. Alignment with Business Objectives
- d. Global, Local and Cultural customizations



## **Domain 3 : Creating buy-in for the D&I strategy**

### **Module 1: Creating alignment and building advocacy**

### **Module 2 : The neuroscience of change facilitation and breaking bias**





## **Domain 4 : Implementing the D&I strategy**

### **Module 1 : Organizational Processes**

- a. Business Processes
- b. Talent Management Processes

### **Module 2 : Building the D&I cultural competence**

- a. Culture and elements of culture
- b. Unconscious bias and Micro Inequities
- c. Inclusive Leadership

### **Module 3 : Optional**

- a. Theories of Identity, Difference, Diversity, and Intersectionality

## **Domain 5 : Measuring the Impact of D&I**

### **Module 1 : The Why, What, and How of D&I Measurement**

- a. Metrics and Evaluation
- b. Benchmarking, Monitoring and Reporting

### **Module 2 : Compliance, Policies and Legalities**





## Faculty:

Senior Professors from **TISS, ODA** Consultants and Experts from the Industry



## Investment for the Program

1,18,000 (1,00,000 + 18% GST)



## Registration Process

Please fill up the registration form available at <http://www.odcertification.com/certification-on-building-inclusive-orkplace.php>

We will share bank and other payment details once we get your registration form.



## Contact:

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