

# **DRIVING STRATEGIC DIVERSITY & INCLUSION**



**GENTEX<sup>®</sup>**  
TRAINING CENTER



## Introduction

Driving Strategic Diversity & Inclusion Training Course prepares HR leaders and managers to build workplaces where diverse talent can thrive and contribute fully. Organizations with strong diversity and inclusion practices benefit from broader perspectives, stronger innovation, and improved employee retention. This program combines proven inclusion frameworks with practical tools for policy design, bias awareness, and inclusive leadership development. Furthermore, it addresses common challenges such as unconscious bias, inequitable hiring practices, and weak accountability for inclusion goals. Delegates leave with strategies they can apply immediately, from inclusive hiring checklists to structured inclusion metrics. As a result, organizations benefit from stronger talent pipelines, improved collaboration, and a more equitable workplace culture.

## Driving Strategic Diversity & Inclusion Course Objectives

- Align diversity and inclusion strategy with organizational goals
- Apply unconscious bias awareness techniques in decision-making
- Design inclusive hiring practices using structured interview methods
- Build employee resource groups (ERGs) to support inclusion
- Apply inclusive leadership behaviors across diverse teams
- Use diversity metrics and dashboards to track progress
- Design equitable promotion and performance review processes
- Apply psychological safety principles to support open dialogue
- Build accountability structures for inclusion initiatives
- Create action plans to sustain long-term inclusion goals

## Course Methodology



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- Interactive workshops using real workplace inclusion case studies
- Group exercises applying bias-awareness techniques
- Practical activities designing inclusive hiring processes
- Role-play exercises on inclusive leadership conversations
- Short assessments to reinforce daily learning
- Individual action-planning sessions for workplace application

## Who Should Take This Course

- HR professionals responsible for diversity and inclusion strategy
- Team leaders and managers shaping inclusive practices
- Talent acquisition specialists supporting equitable hiring
- Organizational development professionals
- Department heads driving inclusion initiatives
- Professionals transitioning into diversity-focused HR roles

## Driving Strategic Diversity & Inclusion Course Outlines

### Day 1: Foundations of Diversity and Inclusion Strategy

- Defining diversity, equity, and inclusion at work
- Linking inclusion strategy to organizational goals
- Assessing current diversity and inclusion practices
- Identifying barriers to inclusion within teams
- Case study: successful inclusion strategies
- Practical exercise: drafting an inclusion strategy outline
- Group discussion on inclusion priorities





## Day 2: Bias Awareness and Inclusive Decision-Making

- Understanding unconscious bias in the workplace
- Applying bias-awareness techniques in daily decisions
- Reducing bias in performance and promotion reviews
- Building structured decision-making processes
- Practical exercise: identifying bias in sample scenarios
- Group review of decision-making practices
- Discussion on accountability for fair decisions

## Day 3: Inclusive Hiring and Talent Practices

- Designing inclusive hiring processes and job postings
- Using structured interview methods to reduce bias
- Building diverse candidate pipelines
- Supporting equitable onboarding experiences
- Practical exercise: designing a structured interview guide
- Group feedback on hiring process improvements
- Case study: inclusive hiring transformation

## Day 4: Inclusive Leadership and Employee Resource Groups

- Building inclusive leadership behaviors
- Establishing and supporting employee resource groups (ERGs)
- Applying psychological safety principles for open dialogue
- Managing diverse teams with fairness and respect

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- Role-play: leading an inclusive team discussion
- Group discussion on ERG best practices
- Feedback session on leadership approaches

## Day 5: Measuring Progress and Sustaining Inclusion

- Using diversity metrics and dashboards to track progress
- Building accountability structures for inclusion goals
- Designing equitable promotion pathways
- Sustaining inclusion initiatives across departments
- Creating long-term inclusion action plans
- Action-planning for post-course application
- Final review and course wrap-up

## Conclusion

By successfully completing Driving Strategic Diversity & Inclusion Training Course, participants will have acquired practical tools for bias awareness, inclusive hiring, and inclusive leadership. Furthermore, delegates will understand how to apply diversity metrics, structured interview methods, and accountability frameworks to sustain inclusion goals. As a result, they will be better equipped to build equitable, high-performing teams. Gentex Training Center designed this course to help organizations strengthen inclusion strategy across all levels.

## FAQs





## Q1 What is the "Driving Strategic Diversity & Inclusion" course about?

This course covers bias awareness, inclusive hiring practices, inclusive leadership, and diversity metrics for building equitable workplaces. Participants learn practical strategies for aligning inclusion goals with broader organizational objectives and outcomes.

## Q2 What are the key benefits of the "Driving Strategic Diversity & Inclusion" course?

Participants gain stronger bias-awareness skills, improved hiring practices, and reliable inclusion metrics. Furthermore, organizations benefit from broader talent pipelines, stronger innovation, and improved collaboration across diverse teams and departments.

## Q3 What skills will I gain from the "Driving Strategic Diversity & Inclusion" course?

Delegates develop bias awareness, inclusive hiring, inclusive leadership, and metrics-tracking skills. These four core competencies help professionals build workplaces where diverse talent can contribute fully and advance fairly.

## Q4 What tools, methods, or standards are covered in the "Driving Strategic Diversity & Inclusion" course?

The course covers structured interview methods, unconscious bias-awareness techniques, employee resource group (ERG) frameworks, and diversity metrics dashboards, giving participants practical, evidence-based tools for building inclusive workplaces.

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## **Q5 How is the "Driving Strategic Diversity & Inclusion" course applied in real-world practice?**

Participants apply structured interview methods to reduce bias in hiring, use diversity metrics to track progress, and support employee resource groups, directly improving equity and inclusion in daily workplace practices.

