

SOCIAL IMPACT, DIVERSITY & INCLUSION LEADERSHIP



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TRAINING CENTER



Introduction

Social Impact, Diversity & Inclusion Leadership Training Course prepares leaders to build organizations where difference is valued and impact is measured. Participants learn how to diagnose exclusion, design inclusive systems, and connect business performance with social contribution. The program combines inclusion frameworks with practical work on metrics, recruitment, and culture change. As a result, learners gain the confidence to lead diversity and social impact initiatives that go beyond statements. Furthermore, the course strengthens ethical leadership, stakeholder trust, and the ability to report progress credibly.

Social Impact, Diversity & Inclusion Leadership Course Objectives

- Apply diversity, equity, and inclusion (DEI) concepts and terminology accurately.
- Diagnose inclusion gaps using diversity audits and pay equity analysis.
- Apply the Harvard Implicit Association Test concepts to understand unconscious bias.
- Design inclusive recruitment and selection processes to reduce bias.
- Use inclusive leadership behaviours and the inclusive leadership framework.
- Build employee resource groups (ERGs) and inclusive team practices.
- Set DEI metrics with baselines, targets, and disaggregated reporting.
- Apply the GRI Standards and ESG frameworks to social impact reporting.
- Align social impact programs with the UN Sustainable Development Goals (SDGs).
- Lead difficult conversations on bias, equity, and fairness constructively.

Course Methodology

- Interactive sessions built on real DEI and social impact cases.
- Workshops on diversity audits and pay equity analysis.

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- Group exercises on bias awareness and inclusive decision checklists.
- Hands-on practice with DEI metrics, dashboards, and reporting formats.
- Simulation of difficult conversations and inclusive leadership scenarios.
- Facilitator coaching and peer review on inclusion action plans.

Who Should Take This Course

- HR directors, talent leads, and diversity officers.
- Senior leaders and managers with people responsibility.
- Corporate social responsibility (CSR) and sustainability professionals.
- ESG reporting and compliance specialists.
- Employee resource group leads and inclusion champions.
- Consultants advising on culture, inclusion, and social impact.

Social Impact, Diversity & Inclusion Leadership Course Outlines

Day 1: Foundations of Diversity, Equity, and Inclusion

- Key concepts: diversity, equity, inclusion, and belonging.
- Types of diversity: demographic, cognitive, and experiential.
- The business case and the moral case for inclusion.
- Social identity, privilege, and systemic barriers.
- Legal frameworks and equal opportunity principles.
- From compliance to genuine inclusion.
- Case study: an organization's inclusion journey.





Day 2: Unconscious Bias and Inclusive Decision Making

- Unconscious bias, affinity bias, and the halo effect.
- The Harvard Implicit Association Test and its interpretation.
- Bias in recruitment, promotion, and performance review.
- Inclusive decision checklists and structured interviewing.
- Reducing bias in pay, rewards, and opportunity allocation.
- Psychological safety and voice for under-represented groups.
- Workshop: auditing a hiring process for bias.

Day 3: Building an Inclusive Culture and Systems

- Inclusive leadership behaviours and everyday practice.
- Employee resource groups (ERGs): structure and support.
- Accessibility, accommodation, and universal design.
- Flexible work and inclusive policies.
- Mentoring, sponsorship, and career progression pathways.
- Measuring inclusion climate with engagement surveys.
- Exercise: designing an inclusion action plan.

Day 4: Social Impact Strategy and Community Contribution

- Defining social impact and shared value.
- Corporate social responsibility (CSR) and community investment.
- Aligning programs with the UN Sustainable Development Goals (SDGs).
- Stakeholder engagement and social licence to operate.

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- Inclusive supply chains and local sourcing.
- Volunteering, philanthropy, and skills-based contribution.
- Simulation: designing a social impact program.

Day 5: Measurement, Reporting, and Leadership Accountability

- DEI metrics: representation, progression, and pay equity.
- Setting baselines, targets, and disaggregated reporting.
- ESG and the GRI Standards for social reporting.
- Communicating progress honestly, including setbacks.
- Governance of DEI and social impact at board level.
- Building accountability into leader performance objectives.
- Capstone: presenting a DEI and social impact leadership plan.

Conclusion

By successfully completing Social Impact, Diversity & Inclusion Leadership, participants will gain a practical command of how to build inclusive organizations and deliver measurable social contribution. They will acquire skills in bias awareness, inclusive systems design, social impact strategy, and transparent reporting. Gentex Training Center designs the program to help leaders turn fairness commitments into visible, accountable progress.

FAQs





Q1 What is the "Social Impact, Diversity & Inclusion Leadership" course about?

It covers how leaders build genuinely inclusive organizations and measure their social contribution. The course spans bias awareness, inclusive recruitment and systems, employee resource groups, social impact strategy, DEI metrics, and ESG reporting against recognized standards.

Q2 What are the key benefits of the "Social Impact, Diversity & Inclusion Leadership" course?

You gain the ability to move inclusion from statements to systems and evidence. The course improves recruitment fairness, strengthens retention and engagement, builds credible ESG reporting, reduces reputational and legal risk, and helps you lead honest conversations about equity.

Q3 What skills will I gain from the "Social Impact, Diversity & Inclusion Leadership" course?

You will develop four core skills: diversity, equity, and inclusion diagnosis and design, unconscious bias awareness and inclusive decision-making, social impact strategy and community contribution, and DEI measurement and ESG reporting with leadership accountability.



Q4 What tools, methods, or standards are covered in the "Social Impact, Diversity & Inclusion Leadership" course?

The course covers diversity audits, pay equity analysis, the Harvard Implicit Association Test concepts, inclusive decision checklists, structured interviewing, employee resource groups (ERGs), engagement surveys, the UN Sustainable Development Goals (SDGs), the GRI Standards, ESG reporting frameworks, and disaggregated DEI dashboards.

Q5 How is the "Social Impact, Diversity & Inclusion Leadership" course applied in real-world practice?

Participants apply it to real work such as auditing a hiring process, setting representation targets for a business unit, launching an employee resource group, designing a community investment program, and preparing social performance disclosures. The same methods support pay equity reviews and board-level inclusion reporting.