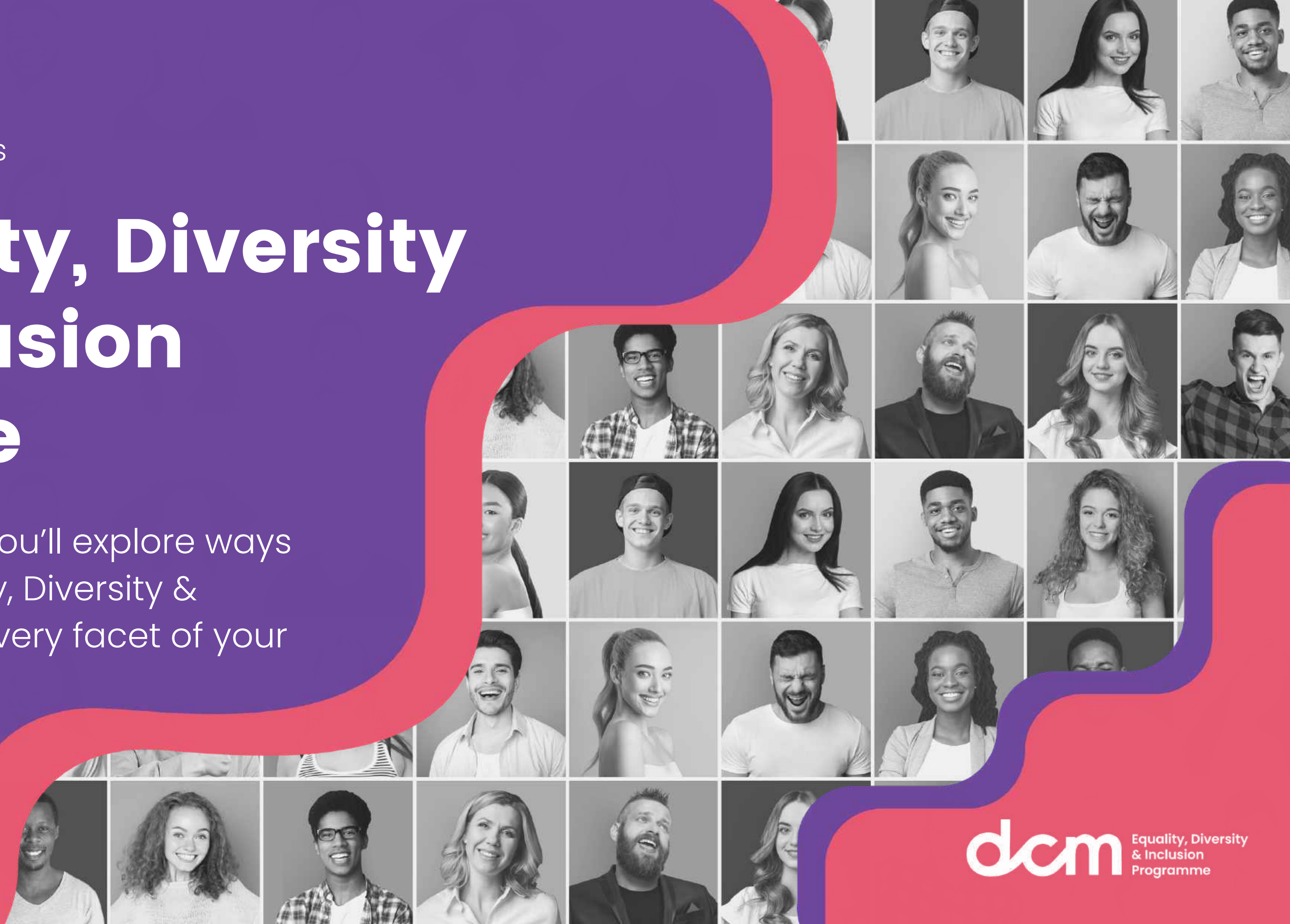


For DCM Members

Equality, Diversity & Inclusion Course

In this course, you'll explore ways to build Equality, Diversity & Inclusion into every facet of your company



Why is ED&I important?

3 out of 4 job seekers and employees say a diverse workforce is an important factor for them when evaluating companies and job offers.

It's hard to overstate the importance of ED&I in today's workplace. Research from McKinsey has shown that companies with more gender, ethnic, and cultural diversity outperform their less diverse peers. Committing to ED&I requires more investment than a one-off initiative. It takes ongoing, intentional commitment to embed EDI into your company.

Equality, Diversity & Inclusion Course

This course will help you understand more about the importance of diversity and inclusion and how to take practical steps to develop greater awareness.





Diverse teams are

70%

more likely to capture
new markets

Diverse teams are

87%

better at decision
making

76%

of job seekers say a
diverse workforce was
important for them when
choosing a job

Why Equality, Diversity & Inclusion Matters

Equality, Diversity and Inclusion (ED&I) are more than policies, programs, or headcounts. Equitable employers outpace their competitors by respecting the unique needs, perspectives and potential of all their team members. As a result, diverse and inclusive workplaces earn deeper trust and more commitment from their employees.

Research has shown many benefits of a diverse and inclusive workplace:

- ✓ Higher revenue growth
- ✓ Greater readiness to innovate
- ✓ Increased ability to recruit a diverse talent pool
- ✓ 5.4 time higher employee retention

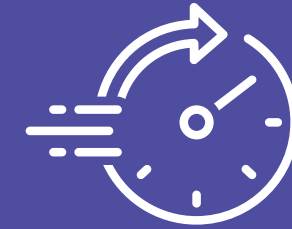
The ED&I Course at a Glance

36% of people expect their leaders to have equality and diversity training.

This ED&I course is intended for anyone, at any level, who wants to develop the right tools and be confident in applying equality, diversity and inclusion in the workplace.

In this course, you'll learn how to:

- ✓ Define equality, diversity and inclusion.
- ✓ Engage in conversations about polarising topics.
- ✓ Connect on a deeper level with you colleagues.



Self-Paced

Complete the ED&I course in your own time



Lifetime Access

Gain lifetime access to the course & materials



Certified

When you're done, you'll have earned a certificate of completion

Equality, Diversity & Inclusion

Learn about the challenges and opportunities inherent in working in diverse organisations. This course reviews current thinking and best practices on essential topics such as bias in all of its forms, cultural competence, communication, and accountability.



1 hr

What is ED&I Anyway?

- Defining ED&I
- Similarities and Differences
- Inclusion, CIPD Findings
- Case Study
- Element of a Quality Framework



1 hr 16 mins

Your Responsibility to Lead in an ED&I World

- Competitive Advantage
- Inspire Others
- ED&I Champions
- Authentic Conversations
- The Pivotal Role of Managers



47 mins

ED&I Policy & Strategy

- Strategic Direction
- Compliance
- Direct & Indirect Discrimination
- The 3 R's

10
items

41
topics

7
hours of content



57 mins

Equal, Diverse and Inclusive People Management

- Competencies & Culture
- Stereotyping
- Prejudices
- Bias
- Dealing with Challenging Behaviour



24 mins

ED&I Resources

- Organisational Learning
- Using Competencies
- Training in ED&I



25 mins

Delivering ED&I to your Organisation

- Making ED&I Happen
- Stakeholders
- Benchmarking



36 mins

Engaging Employees in ED&I?

- Motivating Your Workforce
- Working with Trade Unions
- Top Down or Bottom Up
- Empowering Your Workforce

10 items

41 topics

7 hours of content



Engaging Customers in ED&I?

- Customer Diversity
- Dealing with Abuse
- Market Diversity



How Does ED&I Impact the Community?

- What is Your Community Profile?
- An International Perspective
- Getting Involved



How Does ED&I Impact Business Results?

- Back to Business Case
- How is Success Measured?

10
items

41
topics

7
hours of content

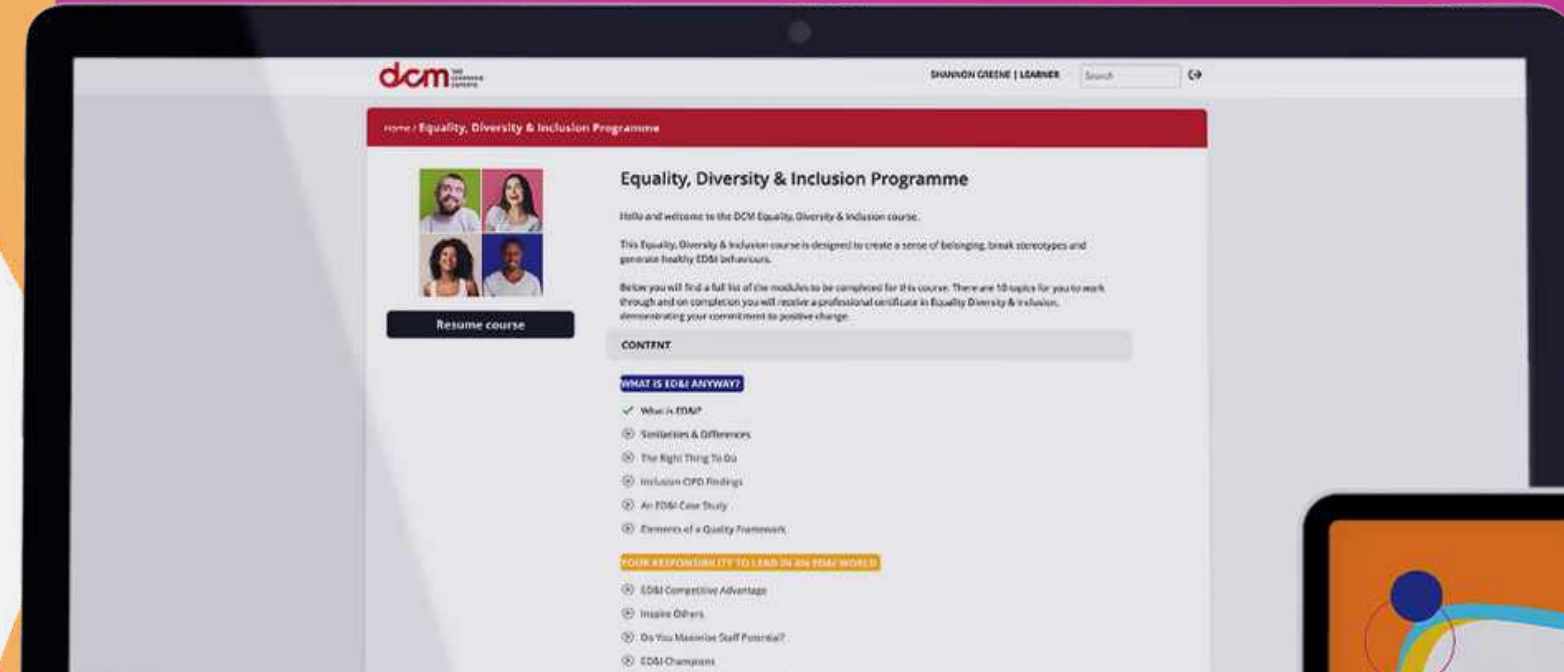


The Certification Process

1 Enrol
Enrol multiple learners onto the ED&I Course.

2 Monitor
Monitor learner's progress through reports & analytics.

3 Certificate
Upon completion, learners receive a certificate.



ED&I Course Exclusively Designed for Members

✓ Custom learning hub built on a private URL

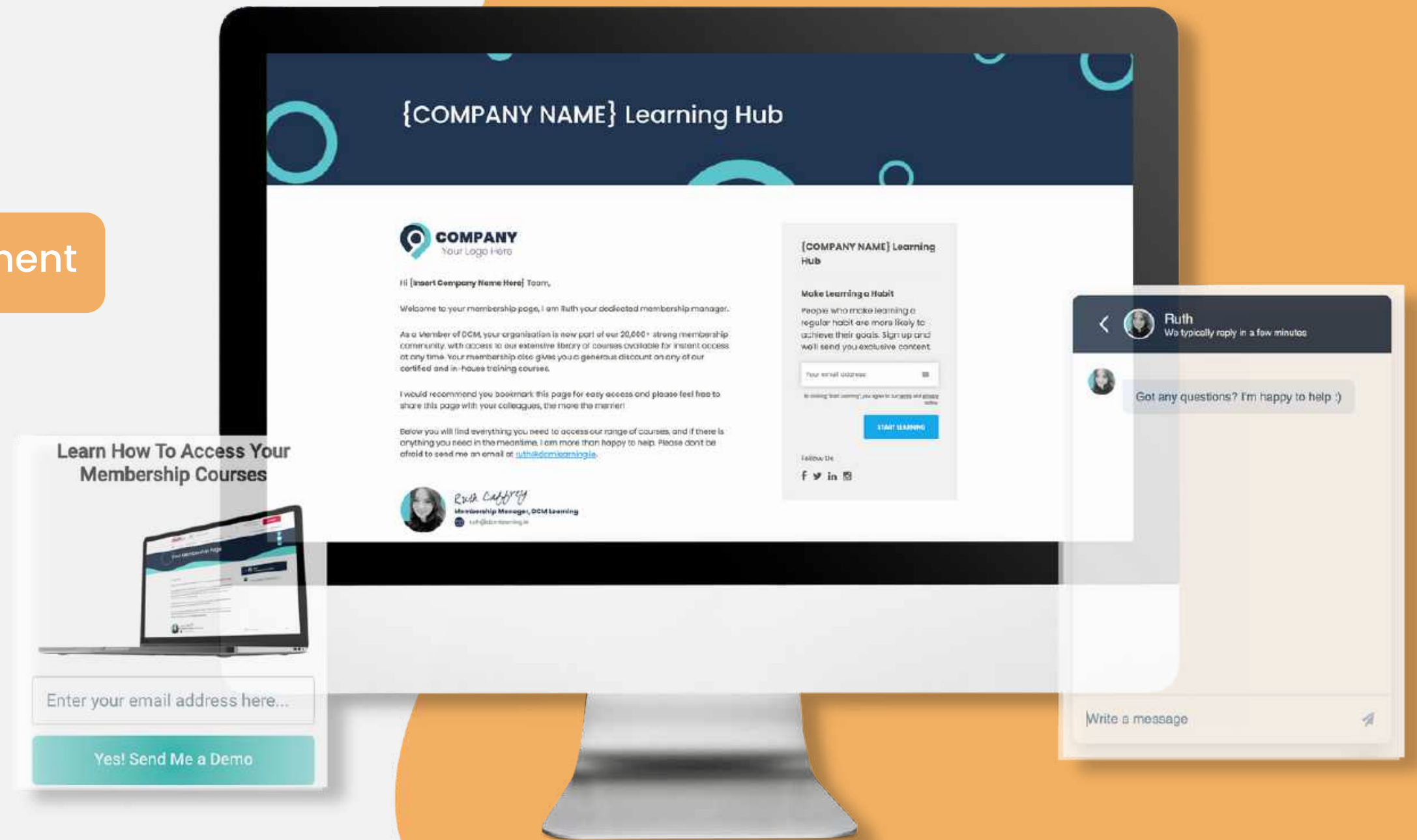
✓ Reports available to track employee engagement

✓ Access to 100's of on-demand courses

✓ Access to the ED&I Programme

✓ Access to the DCM Wellness Hub

✓ Tailored learning paths



DCM, Your Learning Partner

Experts in People, Experts in Learning

For over a decade, DCM Learning has improved individual and business performance in Ireland and the UK. At our core, we believe people learn best by doing. We design fun, powerful experiences that profoundly impact people and their careers, inspiring new ways of thinking, building critical capabilities, and unleashing business success.

Passionate About Learning & Development

We work with the biggest brands in Ireland, including UCD, Pfizer & Google, so you can have confidence in our ability to deliver excellent training programmes for your team or your business.





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