

Diversity, Equity, Inclusion, and Accessibility

5 Days Training Program



Human Resources Management

INTRODUCTION

Diversity, Equity, Inclusion, and Accessibility (DEIA) are fundamental to the success and sustainability of any organization. DEIA goes beyond mere compliance, it fosters an environment where every individual feels valued, respected, and empowered to share their unique perspectives and talents. This course is designed to equip participants with the necessary knowledge, skills, and strategies for effectively promoting DEIA within their organizations. Participants will be equipped with insights to implement meaningful DEIA efforts that meet legal and ethical standards and cultivate a workplace where diversity is celebrated, equity ensured, inclusion practiced, and accessibility is prioritized.

OBJECTIVES

- Understand the Diversity, Equity, Inclusion, and Accessibility (DEIA) in the workplace.
- Explore strategies for fostering a culture of inclusivity and belonging within organizations.
- Learn to identify and address biases and barriers that hinder DEIA efforts.
- Gain practical skills in implementing DEIA initiatives and policies.
- Develop communication strategies to promote DEIA principles effectively.

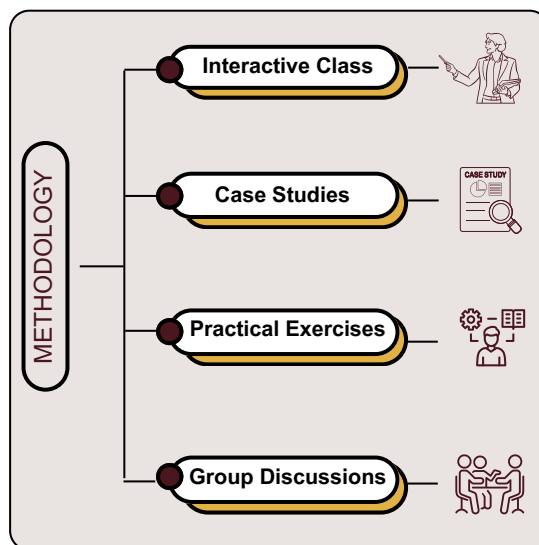
TARGET AUDIENCES

- Human resources officers.
- Diversity & inclusion officers.
- Managers & team leaders.
- Employees unions..
- Organizational development specialists.
- Legal & compliance officers.
- Executive leadership & board members.
- Healthcare professionals.
- Non-profit & community organization leaders.

COURSE FEES

Kindly refer to the table below for our training fees, which vary based on the cities in which our courses are conducted

City	Fees (USD\$)
Kuala Lumpur	3,530
Amsterdam	5,380
Singapore	5,375
London	5,190
Doha	4,500
Dubai	4,600
Istanbul	4,437
Bangkok	3,250
Jakarta	3,250



Online
USD 1,885

COURSE OUTLINES

1st Day: Introduction to DEIA

- DDEIA concepts
- Evolution of DEIA in organizational settings.
- Benefits to performance and innovation.
- Legal and ethical considerations in DEIA practices.
- Role of leadership in driving DEIA initiatives.

2nd Day: Strategies for Promoting Inclusion

- Understanding unconscious bias and its impact.
- Creating inclusive policies and practices.
- Cultivating psychological safety and belonging.
- Building diverse teams and fostering collaboration.

3rd Day: Equity & Fairness in the Workplace

- Addressing systemic inequalities and barriers
- Ensuring fairness in hiring, promotion, and compensation
- Equitable performance management practices
- Mitigating bias in decision-making processes

4th Day: Accessibility & Accommodation

- Accessibility requirements and accommodations
- Designing inclusive spaces and technologies
- Supporting employees with disabilities
- Compliance with laws and standards (e.g., ADA, WCAG)

5th Day: Communication & Advocacy for DEIA

- Communication strategies for DEIA initiatives
- Engaging leadership and gaining organizational buy-in
- Advocating for DEIA within the workplace.
- Evaluating the impact of DEIA efforts.
- Sustaining DEIA efforts.

FACILITIES

TRAINING MATERIALS:

Training materials and note pad to facilitate note-taking will be provided.

SCHEDULE:

The course is scheduled from Monday to Friday, with daily sessions running either from 9:00 AM to 1:00 PM **or** from 1:00 PM to 5:00 PM.

PAYMENT:

Individuals or companies have the option to make payments via an online link or through bank transfer.

CERTIFICATE:

Certificate of completion will be issued to those who successfully complete the program.

TRAVEL & TOURS:

Participants will have airport-to-hotel transportation arranged for them, **or** they will be compensated for the airport-to-hotel transportation cost.



+603 2779 5013

+601 2997 4978

www.pitc.com.my

admin@pitc.com.my

1-23-5 Menara Bangkok
Bank, Berjaya Central
Park, Jalan Ampang
50450 Kuala Lumpur