



Inclusion Foundation Course

FOR RECRUITMENT

OUR DIVERSITY, EQUITY, AND INCLUSION (DEI) COURSE DRAWS ON THE EXPERIENCE, KNOWLEDGE, AND RESEARCH OF INDUSTRY LEADERS TO ENSURE THAT YOU GAIN THE TECHNICAL KNOWLEDGE AND PRACTICAL SKILLS TO CREATE AN ORGANISATION THAT IS REFLECTIVE OF SOCIETY. WE PRIORITISE INTERSECTIONALITY AND AUTHENTICITY AND OUR NUANCED APPROACH ALLOWS US TO CENTRE YOUR UNIQUE CONTEXT AND AIMS.



INCLUSION CROWD
CORE MODULE
THE LAW
WHAT PROTECTS US AND WHERE ARE THE RISKS?



INCLUSION CROWD
CORE MODULE
CORPORATE RESPONSIBILITY
SOCIAL VALUE IS MORE THAN SENTIMENT



INCLUSION CROWD
CORE MODULE
GENDER & SEX
BALANCE BENEFITS US ALL



INCLUSION CROWD
CORE MODULE
DISABILITIES & ABLEISM
DISABILITY IS PART OF BEING HUMAN



INCLUSION CROWD
CORE MODULE
LGBT+ HISTORY & JOURNEY
BEING QUEER TODAY, AND THE HISTORY THAT GOT US HERE



INCLUSION CROWD
CORE MODULE
RACE & CULTURE
ANTI-RACISM, COLONIAL, IMPERIAL LEGACY & FIRST NATIONS



INCLUSION CROWD
CORE MODULE
SOCIAL MOBILITY
IT'S NOT WHERE YOU START, BUT THE DISTANCE YOU TRAVEL



INCLUSION CROWD
CORE MODULE
POSITIVE PSYCHOLOGY
"THE SCIENTIFIC STUDY OF POSITIVE HUMAN FUNCTIONING AND FLOURISHING"



INCLUSION CROWD
CORE MODULE
TALENT ATTRACTION
BEING A BIG FISH IN A BIG POND



INCLUSION CROWD
CORE MODULE
INCLUSION IN SELECTION
MAKING GOOD HIRING DECISIONS

The Learning Outcomes - Core Modules

1. The Law

- You will have an introductory understanding of the Equality Act (or local equivalent)
- You will know your legal responsibilities in relation to people who hold protected characteristics
- You will be able to access the legal and regulatory information that you may need

2. Disability

- You will know key history and language regarding disability inclusion and diversity
- You will understand the related barriers to recruitment
- You will have awareness of lived experiences of disability
- You will know how to ensure that your practice is accessible

2. Psychology

- You will know key history and language re mental health inclusion and diversity
- You will understand the barriers to recruitment regarding mental health
- You will have awareness of lived experiences of mental health and neurodiversity
- You will know how to prioritise psychological safety

4. Social mobility

- You will know key history and language re social mobility inclusion and diversity
- You will understand the barriers to recruitment regarding social mobility
- You will have awareness of lived experiences of social exclusion
- You will know how to remove socio-economic factors from talent acquisition

Our introductory module provides an essential understanding of the Equality Act (2010) and the ways in which it intersects with other Acts and statutory responsibilities, building a strong foundational understanding upon which to build DEI policy and practice.

The Learning Outcomes - Core Modules



5. Black, Asian, Minority Ethnic

- You will know key history and language regarding Black, Asian, & Minority Ethnic inclusion and diversity
- You will understand the barriers to recruitment for people who are Black, Asian, & Minority Ethnic
- You will have awareness of lived experiences of colonialism/racism
- You will know how to ensure that your practice is anti-racist

6. LGBTQIA+

- You will know key history and language regarding LGBTQIA+ inclusion and diversity
- You will understand the barriers to recruitment regarding sexuality and trans/non-binary gender identity
- You will have awareness of lived experiences of LGBTQIA+ identities
- You will know how to ensure that your practice is openly LGBTQIA+ inclusive

7. Sex and Gender

- You will know key history and language regarding sex and gender inclusion and diversity
- You will understand the related barriers to recruitment
- You will have awareness of lived experiences of misogyny and cisnormativity
- You will know how to ensure that your practice is fair to people of all genders

Our final three modules equip you with the tools that you need to recruit in a way that reflects our incredible, diverse society. These modules have been created by leading recruiters with a proven track record for diversity, equity, and inclusion.

8. Client Management

- You will understand the barriers to helping clients to value inclusion and diversity
- You will know how to create pitches that highlight your commitment to inclusion and diversity
- You will understand how to manage client expectations or pressure, in order to further inclusive and diverse representation within the recruitment cycle

9. Candidate Profiling and Attraction

- You will be introduced to a range of tools that may assist in attracting diverse candidates
- You will know how to construct and facilitate an inclusive campaign
- You will understand the benefits of blind sifting
- You will know how to use networking to further inclusion and diversity

10. Corporate Responsibility

- You will be introduced to community engagement, sponsorship, internship, apprenticeships, reverse mentoring, coaching, and shadowing
- You will understand how to work collaboratively with hiring managers on joint inclusion and diversity initiatives

