



# Diversity, Equity, and Inclusion (DEI)

## Diversity, Equity, and Inclusion (DEI) Workshop

### Preface

**Diversity** encompasses all dimensions of our individual identities that make us unique with specific personality traits and characteristics. **Equity** promotes fairness and justice, creating and providing opportunities for people to advance in their careers and goals. **Inclusion** is the practice of creating an environment where everyone feels equally valued and respected for their individuality. Organizations that promote and practice DEI achieve their missions strategically with high productivity. This training course is designed for mid-level and senior leadership with insights and practicum to break the status quo, exhibit success indicators, and help set strategic goals.

- a) **Timeframe** - DEI is a three-day extensive course that offers hands-on tasks requiring mindfulness, openness, extensive readings, analytical abilities, and real-life experience sharing.
- b) **Pre-requisites** – Participants must be mid-level / senior leaders.
- c) **Special Offer** – This course offers special incentives such as a 20% discount on two or more participants from the same organization or a 30% discount on each participant if ten or more members participate in our workshop or are interested in organizing a special training at their own organization's place.
- d) **Mode** – DEI is offered online ONLY via Zoom. A special arrangement could be made according to the needs and preferences of the organizations interested in this course. For more questions, please send us an email at [glad@gladintl.org](mailto:glad@gladintl.org)

### Workshop Objectives

By the end of the workshop, participants will be able to:

- a) Analyze biases, diverse personality characteristics, and organizational future demands,
- b) Evaluate theories and conceptual frameworks on DEI, and
- c) Apply DEI theories, best practices, and organizational priorities by creating a diverse, equitable, and inclusive work climate.

### Workshop Outcomes

The intended outcomes of this course would lead to the following:

- i) Participants will influence their workplace, creating an equitable and inclusive climate that leads to organizational success.
- ii) Organizations will extend a visionary and participatory team-based work climate, creating highly productive organizations.

### Who can Participate

If you are working as a mid-level or senior leader in your organization and think:

- your organization is fossilized and not producing intended outputs,
- facing HR-related issues and low productivity,
- have mandated to change the strategic directions of your organization and
- drastically want to change the organizational culture.

**Then**, DEI is the best course to participate. Call us, email us, or register for any of the following courses if you are interested in transforming your organization.

For Questions & Queries, contact us at [glad@gladintl.org](mailto:glad@gladintl.org) or Call @ +1 8313153191