



Embrace Diversity. Inspire **Success.**

Diversity, Equity and Inclusion (DEI)
Training Workshop

22 and 23 September 2023



Join us for an exclusive DEI training workshop!

In today's ever-evolving business landscape, embracing Diversity, Equity and Inclusion (DEI) is not just an option; it is key to fostering a resilient organization. DEI helps build a culture of collaboration, innovation, with a high-performing workforce, that transcends all boundaries and embraces the strengths and identities of its people translating to organizational success. A McKinsey study (2020), reveals that companies with high diverse executive teams, both in gender and ethnicity, are 25% more likely to achieve above-average profit margins. A diverse and inclusive culture boosts employee satisfaction, productivity, and reduces attrition, leading to improved profitability and a positive brand image. By prioritizing DEI organizations enhance their bottom line, create a supportive work environment, and align with ethical principles. For organizations seeking long-term success, implementing DEI practices is a strategic imperative. However, organizations also have a moral responsibility to champion DEI, contributing towards a fairer society since it's the right thing to do!

Our workshop is designed to empower top and middle-level managers with the foundational principles and pillars to lead the charge towards building diverse and inclusive organizations. Through interactive sessions and real-world case studies, you will gain practical insights on how to foster a more inclusive and equitable environment within your organization.

Module - 1 Understanding DEI

- Introduction to DEI fundamentals
- Unpacking personal and social identities impacting DEI
- Recognizing unconscious bias and its impact on decision-making and inclusivity

Module - 2 Need of DEI

- Benefits of DEI (data and research validation)
- Critical areas of DEI
- Case Studies and reflections

Module - 3 Business Case for DEI

- Leadership/Stakeholder Buy-in and Building the Business Case for DEI
- DEI vision statement and strategic areas of focus
- Best practices to operationalize DEI

Module - 4 Operationalizing and Measuring DEI

- DEI Metrics, Measurement and ROI
- Building a DEI Council
- Creating and Sustaining ERGs
- Creating Inclusive Spaces

Module - 5 Capstone Exercise: DEI Action Planning and Implementing

Hands-on DEI Action Planning: Guided activity to develop the DEI Goals and Priorities for participant's organization (DEI initiatives, council and ERGs development and implementation)

Closing Session:

- Recap and Key Takeaways
- Resources and Next Steps for ongoing learning and development in DEI



Module
Highlights

Who should attend?

Business leaders, corporate /HR professionals, early DEI implementers, DEI practitioners, academicians and DEI researchers and others who are responsible for or wish to take responsibility for diversity and inclusion in their organizations.

Learning Objective:

Fundamental training in DEI to achieve the following objectives:

- Comprehensive understanding of fundamental principles and significance of DEI
- Analyzing exemplary industry practices in DEI
- Formulating a DEI vision statement aligned with the organization's values and goals
- Understanding critical areas for DEI implementation towards an inclusive culture
- Operationalizing and building the right structures for DEI efficiencies
- Measuring and metrics of DEI
- Building a DEI implementation plan for your organization



Who
will
guide
you?



Tina Vinod

Formerly a leader in DEI and Social Impact at Thoughtworks, Tina Vinod is now the Founder and Chief Consultant of Diversity Simplified. This DEI Consultancy envisions aiding workplaces and teams in surmounting obstacles to embrace and effectively implement high-impact DEI strategies, practices, programs, and solutions.

Dr. Nazia Memon

Dr Memon has held research positions at IIM Bangalore and Singapore Management University and has published papers on DEI in top-tier journals. She is recognized as a champion of inclusive workplaces in academia. She has actively worked with the Ministry of Corporate Affairs in developing a gender diversity index for Indian companies.

V E N U E

St Joseph's Institute of Management,
28/1, Primrose Rd, Craig Park Layout,
Ashok Nagar, Bengaluru, Karnataka - 560025

D A T E S

22 and 23
September 2023

T I M E

9:00 am to
5:00 pm

F E E S:

Rs. 12,500 (+ GST) for corporates

Rs. 9,500 (+ GST) for academicians and researchers

(Participation fee covers Certificate, training material, lunch, tea and snacks)



About **SJIM**

Welcome to St. Joseph's Institute of Management (SJIM), one of India's premier B-schools overseen by the Jesuits. Boasting a remarkable fifty-year legacy, SJIM's vision is centered on nurturing responsible business leaders of unwavering integrity, ethical conduct, and a strong commitment to society and the environment. SJIM is approved by the AICTE and NBA and is a member of AACSB International. SJIM ranks among the top 125 B Schools in India according to NIRF and the 2nd outstanding B-School of Excellence in India by CSR-GHRDC in 2022.

*Unlock Your Organisation's
Potential with DEI Training!*

For any clarifications please call Raj @ 9886538504

For accommodation, please contact Mr Chandrakant: 7411807475, chandrakant@sjim.edu.in

For Registration please send your nominee names, email ids and mobile numbers to rajendra@sjim.edu.in