



International Training
Center Paris

TRAINING SCHEDULE

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CERTIFIED DIVERSITY PROFESSIONAL (CDP)

Overview:

The Certified Diversity Professional (CDP) training program is designed to provide participants with the knowledge, skills, and tools needed to create and manage diversity, equity, and inclusion (DEI) initiatives within their organizations. The program covers a range of topics related to DEI, including cultural competence, unconscious bias, and effective communication strategies.

Objectives: The objectives of the Certified Diversity Professional (CDP) training program are:

- Develop a deep understanding of diversity, equity, and inclusion concepts and practices.
- Learn how to identify and address unconscious biases in the workplace.
- Understand the importance of cultural competence in creating and sustaining a diverse workplace.
- Develop effective communication strategies to facilitate DEI initiatives.
- Learn how to create and implement effective DEI policies and programs.

Throughout the training program, participants will engage in a variety of learning activities, including case studies, group discussions, simulations, and self-assessment exercises. The program is designed to provide participants with the knowledge and skills needed to create and manage effective DEI initiatives within their organizations.

Targeted Groups:

- Diversity and inclusion managers
- HR professionals focused on diversity initiatives
- Inclusion advocates
- Diversity consultants
- Professionals aiming to enhance diversity leadership

Planning:

Day 1: Introduction to Diversity, Equity, and Inclusion

- Defining diversity, equity, and inclusion
- Understanding the business case for DEI
- Overview of key DEI concepts and terms

Day 2: Addressing Unconscious Bias

- Understanding unconscious bias and its impact on workplace culture
- Strategies for identifying and addressing unconscious bias
- Effective communication strategies to promote inclusivity

Day 3: Cultural Competence

- Understanding the importance of cultural competence in the workplace
- Developing cultural competence skills
- Strategies for creating a culturally competent workplace

Day 4: Creating and Implementing DEI Programs

- Developing effective DEI policies and programs
- Strategies for implementing DEI initiatives
- Measuring the effectiveness of DEI programs

Day 5: Advanced Topics in DEI

- Addressing intersectionality in DEI initiatives
- Effective strategies for managing DEI conflicts
- Best practices for sustaining a diverse and inclusive workplace