

Leading Diverse and Inclusive Workplaces

Online Zoom Course

28.05 – 30.05.2024

Pre-work for Day 1:

Diagnose and describe your team/organization's D&I strategy and practice. Identify ONE specific area for improvement (length: ½ page to 1 page).

Day 1

Tuesday, 28.05.2024

09:00-09:15	Welcome and general information	Nathalie Rähkä, NIVA, Minna Paunova
09:15-10:30	D&I Theory 1: History and current definitions D&I Theory 2: The psychology and sociology of D&I	Minna Paunova, Timur Uman
10:30-12:00	D&I Tools 1: Gender x methods D&I Tools 2: Socioeconomic status x methods D&I Training: Analyze your team/organization's practice	Astrid Huopalainen Miguel Morillas
12:00-12:30	Lunch break	
12:30-14:30	D&I Theory 3: Measurement and analytics D&I Tools 3: Disability x methods D&I Training: Diagnose and assess your practice	Minna Paunova, Timur Uman Radu Harald Dinu

Prepare for Day 2:

Focusing on the one specific area for improvement, design a D&I strategy for your organization. Identify how will you use data to meet your goals. What kind of data will you collect and how? How will you process and analyze it? Be ready to present ideas to peers. Feel free to prepare 1 to 3 slides (optional).

Day 2

Wednesday, 29.05.2024

09:00-10.30	D&I Theory 4: Focus on HRM D&I Tools 4: Age x methods	Minna Paunova, Timur Uman Laura Kangas-Müller
10:30-12.00	D&I Training: Design a strategy D&I Theory 5: Focus on ESG	Minna Paunova, Timur Uman
12:00-12:30	Lunch break	
12:30-14:30	D&I Tools 5: Ethnicity and language x methods D&I Training: Track and measure your strategy D&I Tools 6: Nationality x methods	Timur Uman Minna Paunova

Prepare for Day 3:

Design an implementation and/or a communication plan for your new D&I strategy. Pitch your project to peers (3 to 5 minute pitch maximum). Recommendation: prepare your presentation/pitch in the style of pecha kucha.

Day 3
Thursday, 30.05.2024

09:00-10:30	D&I Theory 6: Future directions D&I Training: Communicate and pitch your strategy
10:30-12.00	Participant presentations and feedback
12.00-12.30	Lunch break
12:30-14:30	Participant presentations and feedback Wrap-up and goodbye

All times are tentative. Short breaks will be taken throughout the day.