



# pathways

unlocking your diversity, equity and inclusion potential

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“The results have not only helped us identify some previously unknown blind spots but will also now help us develop future DEI strategies”.

BETH PERTILLER SENIOR DIRECTOR OF OPERATIONS SALZBURG GLOBAL SEMINAR




data

context

As the world becomes more complex, diversity, equity and inclusion are now a business imperative, contributing to better workforce and community outcomes and stronger performing organisations. The #TechDiversity Academy Certification is a suite of professional development and capacity building courses, expertly designed to deep dive into contemporary discourse, scholarship and practice in Diversity, Equity and Inclusion (DEI).

Each of the 5 courses comprises of 3 modules that support organisations to a) become data literate, turning data into meaningful and effective strategies and action plans, b) increase understanding of the complex contextual elements that ensure that our work reflects global standards and c) build strategic, cross-organisational engagement and lasting impact.

transformation



# your learning journey

Course number	Course 1	Course 2	Course 3	Course 4	Course 5
Course name	<b>DEI Discovery</b>	<b>Building foundations</b>	<b>Adoption and innovation</b>	<b>Embedding capability</b>	<b>Transformation</b>
Modules	M1: DEI Fundamentals	M1: DEI workforce development and talent management	M1: Leading and managing diverse teams	M1: Building cross organisational engagement in DEI strategy	M1: What is culture and how does it shape identity?
	M2: Contemporary trends and challenges in DEI	M2: Cultural safety	M2: Human rights and DEI	M2: Intercultural practice in organisations	M2: Communication, Collaboration and influence
	M3: Becoming a data literate organisation	M3: Understanding your DEI data	M3: From data insight to action	M3: Developing a data driven DEI strategy	M3: Measuring impact

# who are these programs for?

- CEOs and Executives
- Executive Sponsors and Champions
- Hiring Managers
- DEI Units
- Human Resources, People & Culture, Learning & Development
- Employee Reference Groups and Networks
- On boarding specialists
- Diversity Atlas Platform Users



- To embrace and engage diversity beyond a narrow, limited focus
- To understand your workforce, workforce data and develop strategies that work
- To gain better intercultural understanding
- To raise consciousness, build competencies and expand professional interactions
- To create a safe and inclusive environment free from discrimination and exclusion
- To provide an exemplar employee experience a thriving and productive workplace



# why do we need them?



# DEI discovery

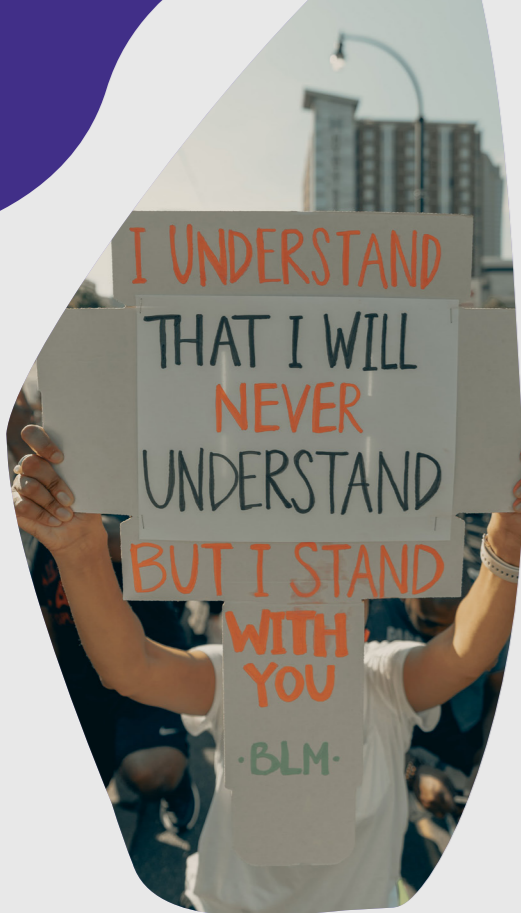
## M1 DEI fundamentals

This workshop develops understanding of your own (and your organisation's) knowledge, skills and proficiency in DEI thinking and practice and how to embed and mainstream these practices into your organisation.

### *Learning Outcomes:*

- Understanding and engaging with diversity, inclusion and equity
- Building foundational understandings for DEI work
- Locating yourself as an agent of change within your DEI work





## M2 Contemporary trends and challenges in DEI

The DEI space is a rapidly evolving terrain, covering complex areas of thought and scholarship, social discourse and organisational cultural practice. This workshop examines current trends and challenges in DEI, and considers linkages to work in anti-racism and human rights.

### ***Learning Outcomes:***

- Understanding what is Diversity, Equity and Inclusion (DEI)
- Exploring contemporary trends and challenges in DEI
- Building a framework for confident and safe DEI practice
- Identifying steps towards becoming an adept leader in this space

## M3 Becoming a DEI data literate organisation

This workshop combines DEI literacy and data literacy as a powerful combination to drive meaningful and measurable organisational transformation. We delve into how diversity data provides an untapped resource to understand and develop effective DEI strategies.

### ***Learning Outcomes:***

- Understanding what data is needed to drive DEI capability
- Engaging with diversity data sets
- Analysing diversity data across a range of measures
- Using data to communicate and influence your DEI agenda





# building foundations

## M1 DEI workforce development and talent management

This workshop considers approaches and challenges in workforce development, exploring how to create and manage diverse talent pipelines

### *Learning Outcomes:*

- Moving from diverse recruitment to diverse talent acquisition
- Building diverse and inclusive teams
- Securing a diverse talent pipeline
- Creating an identity as employer of choice in DEI





## M2 Developing a culturally safe practice

As language changes in our sector, the discourse is shifting from competency to safety to confidence. Each of these elements is necessary for the successful implementation of DEI strategy. This workshop delves into the interdependencies between each approach and considers best practice from a holistic perspective.

**Learning Outcomes:**

- Understanding what is cultural competence, cultural safety and cultural confidence
- Becoming a culturally confident practitioner/organisation

## M3 Understanding your diversity data

Learn to utilise your DEI data to build a comprehensive picture of your organisation's DEI journey, making critical connections across all dimensions of diversity, planning for and measuring change.

**Learning Outcomes:**

- Using your DEI data to drive DEI capability
- Analysing diversity data across a range of measures
- Using data to communicate and influence your DEI agenda
- Organising your data to tell a story
- Exploring case study to develop data analysis techniques





# adoption & innovation



## M1 Leading and managing diverse teams

As DEI strategies deliver outcomes in representation, teams are becoming more diverse. The discourse in leadership is increasingly reflecting on the skills required to lead and manage teams in culturally safe, effective and productive ways. This workshop explores the “new leadership” requirements of DEI that capitalises on diversity as an asset in organisation building.

### ***Learning Outcomes:***

- Understanding the features of culturally safe and productive teams
- Building capacity for challenging conversations
- Thinking beyond representation



## M2 Human rights and DEI

This workshop locates DEI practice within a human rights framework. We explore the alignment of DEI with global social movements, the relationship with environmental, social and governance (ESG) priorities and the influence of human rights legislation on our DEI work.

### ***Learning Outcomes:***

- Understanding how human rights frameworks intersect with DEI practice
- Building capacity to link DEI, human rights and ESG processes
- Gaining insight into regulatory and compliance obligations from a human rights perspective

adoption & innovation



## M3 From data insight to action

This workshop enables DEI practitioners to move from rhetoric to action, through critical data-driven insights that create foundations for impactful action.

### ***Learning Outcomes:***

- Building confidence in analysing data sets to drive critical insights and strategy
- Using data to underpin effective communication and influencing skills
- Identifying data driven opportunities for organisational development
- Exploring case study- from insight to action

adoption & innovation



# embedding capability

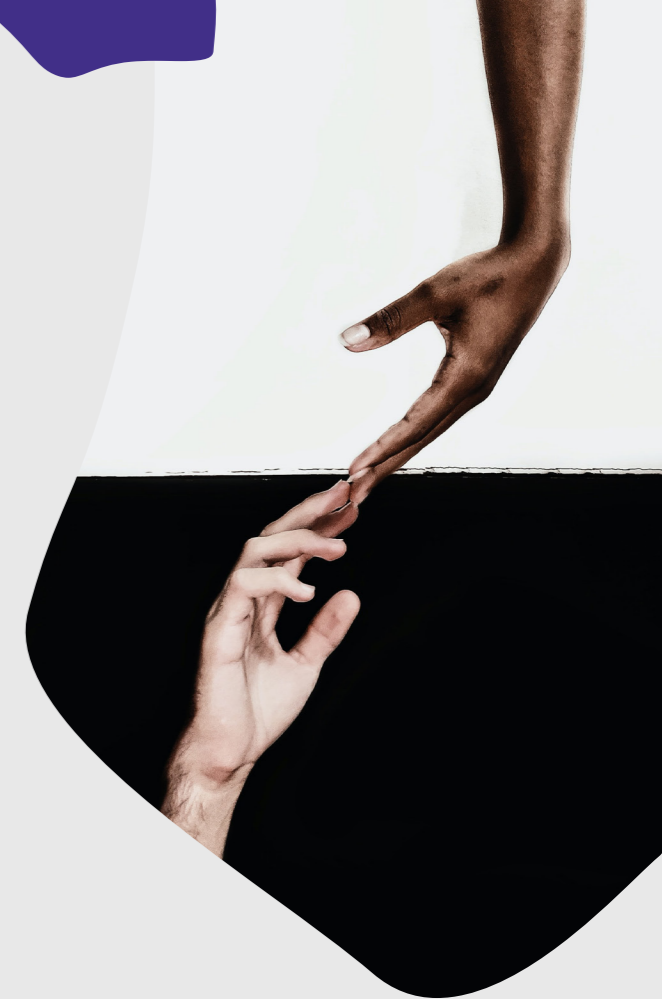


## M1 Building cross organisational engagement in DEI strategy

This workshop enables DEI practitioners to build support for their work across organisations, exploring a diverse range of cases for diversity and developing skills in internal influence.

### ***Learning Outcomes:***

- Understanding the cultural, social and economic cases for diversity
- Building a value proposition for your specific sector
- Speaking in compelling ways to diverse audiences about DEI



## M2 Intercultural practice in organisations

In an increasingly globalised world, what is required of us in terms of intercultural understanding and skills? This works unpacks intercultural practice in a contemporary global context, unlocking capacity for effective engagement across cultures.

### Learning Outcomes:

- Building intercultural competencies
- Understanding how identity and cultural practice is shaped in oneself and others
- Embedding intercultural understanding as a foundational DEI practice



embedding capability

## M3 Developing a data driven DEI strategy

In this workshop, we focus on the integration of a data driven approach with DEI principles and practice, towards a DEI strategy.

### Learning Outcomes:

- Optimising your DEI data
- Developing frameworks for incorporating data insights into strategy
- Measuring and reporting on outcomes
- Exploring case study to develop DEI strategy

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embedding capability



# transformation

## M1 What is culture and how does it shape identity?

This workshop explores how organisational cultural and corporate identity is shaped by our values and the stories we tell ourselves about who we are, as individuals and as collectives.

### *Learning Outcomes:*

- Raising awareness and building confidence to have conversations about culture and identity
- Gaining insights into cultural practice/context that enables positive professional interactions
- Creating a culturally safe and inclusive environment at work





## M2 Communication collaboration and influence

This workshop explores the ways we communicate across cultures, building engagement in DEI practice through impactful narratives that create the foundations for change.

### **Learning Outcomes:**

- Understanding how we communicate and the role that culture plays in shaping interactions
- Harnessing our communication and influencing skills to build safe and inclusive workplaces
- Building a culture of engagement through impactful storytelling

transformation

## M3 Measuring impact

What is the impact of our efforts in DEI?  
What should we be measuring and how?

This workshop builds awareness of measurement and evaluation approaches to DEI that enables practitioners to understand and communicate the impact of actions and strategies on broader organisational goals.

### **Learning Outcomes:**

- Understanding the impact of DEI practice
- Understanding measurement and evaluation approaches in DEI
- Gaining confidence in linking Diversity Atlas data with impact measurement
- Exploring case study - effective DEI action



transformation

**To find out more and see how these programs can help  
your journey of realising the value of difference in your  
organisation, please get in touch**

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