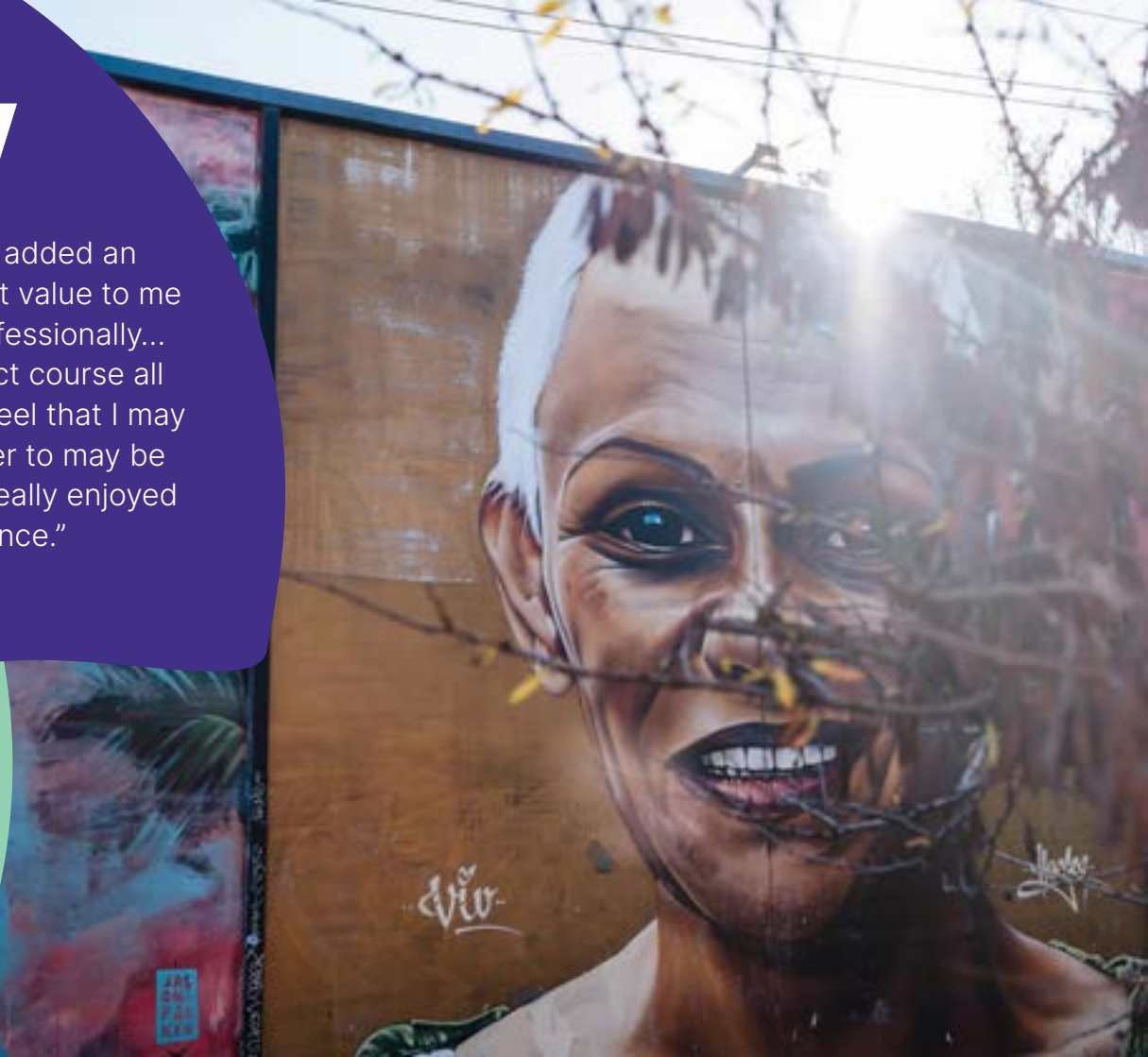**diversity atlas**
By Cultural Infusion

diversity atlas programs

unlocking your diversity, equity and inclusion potential

"

"This course has added an extremely significant value to me personally and professionally... I could do this exact course all over again and still feel that I may move from beginner to may be competent. I have really enjoyed this experience."

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. Research has found that organisations that are more diverse are six times more likely to be productive, innovative and 35% more likely to have improved ROI. Diversity Atlas Programs are 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).

Our facilitators lead either face-to-face workshops or self-paced online modules, designed to introduce our unique data-driven approach to diversity, equity and inclusion.
We offer clients a safe and welcoming space to develop their DEI skill-set, as well as the best-practice tools and knowledge 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

Module 1: DEI Fundamentals
Module 2: Contemporary trends and challenges in DEI
Module 3: Becoming a data literate organisation
Module 4: Understanding your DEI data
Module 5: From data insight to action
Module 6: Developing a data driven DEI strategy
Module 7: Measuring impact

Because every person's learning need is unique, we offer flexible delivery - anything from online modules, to individual face-to-face workshops. Contact us to enquire.

Delivery		Style	Theme
Private facilitator	On premise, online or hybrid.	Scheduled workshops with Diversity Atlas Programs facilitator.	From 60 mins to full day sessions.
Online Learning Modules	Open community of registered learners.\n\nPrivate community restricted to your organisation of chosen participants.	Self paced interactive and community oriented learning experience. Moderated online.	From 90 minutes to a few hours per week/ month self paced.

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
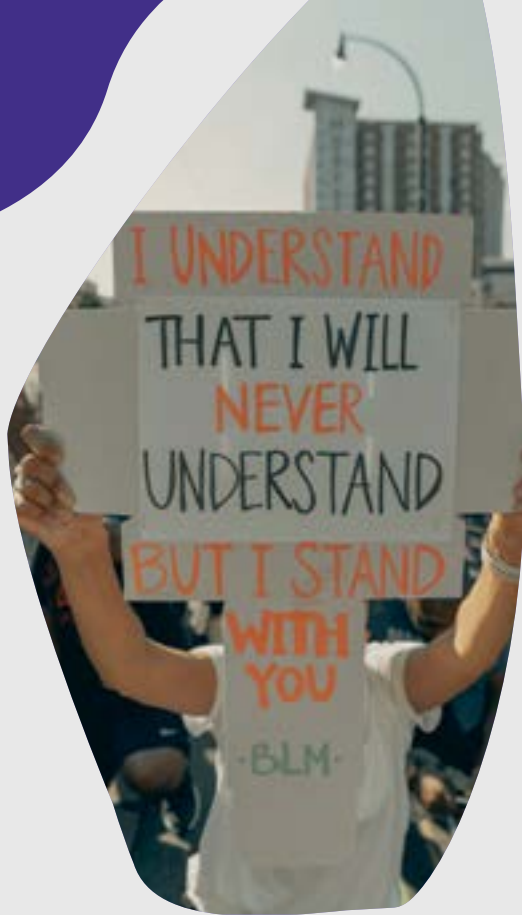
why do we need them?

(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

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

M5 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
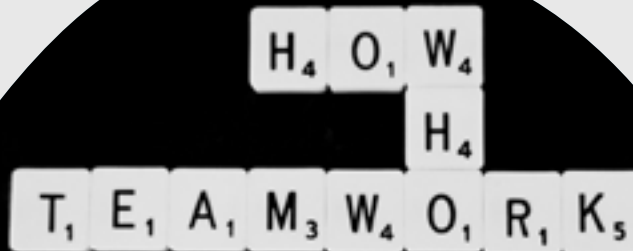- Exploring case study- from insight to action

M6 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

M7 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

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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