

CHARTERED 
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

CERTIFIED GLOBAL DIVERSITY, EQUITY AND INCLUSION HR MANAGER™

CDEI™

**Fully Accredited
By:**

Chartered Institute of
Professional Certifications

CPD
Certification Service





PROGRAM OVERVIEW



Companies which champion DEI initiatives do not just marginally outperform their less diverse counterparts. Instead, they surge ahead, outpacing their competitors in financial performance by a substantial 40%. In addition, according to a recent Deloitte study, **83% of employees were found to be actively engaged in organizations that foster an inclusive culture, compared to only 60% in non-inclusive environments** as individuals feel more valued, respected, and have equal access to opportunities and resources in the workplace, regardless of their backgrounds or identities.

This **Certified Global Diversity, Equity and Inclusion HR Manager (CDEI™)** program will provide you with an in-depth understanding of the **impact of DEI on employee motivation, engagement, and performance**, as well as strategies to leverage diversity for fostering creativity and innovation. You will gain expertise in **integrating technology to enhance DEI efforts and informed decision-making** in the workplace. The program emphasizes equipping you with the skills to **measure and report progress toward DEI objectives, fostering accountability within the organization.**

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW



By mastering the essential tools and techniques of HR, participants will develop the crucial skills for **inclusive leadership and cultivating a workplace culture that values diversity and inclusivity**. Furthermore, the program underscores the significance of communication and interpersonal skills in **achieving effective cross-cultural communication and collaboration**. It also delves into conflict resolution skills that enable the **successful resolution of diversity, equity, and inclusion-related tensions**, drawing inspiration from leading companies. Lastly, participants will gain a comprehensive understanding of cultural awareness skills, encompassing diverse styles, cultures, and perspectives, along with guidance on navigating cultural differences in the workplace.

Upon completing the program and passing the Chartered exam, you will have earned the **Certified Global Diversity, Equity and Inclusion HR Manager (CDEI™)** designation that will equip you with the skills and knowledge to implement initiatives and **to promote diversity, equity and inclusion in the workplace**. This highly-regarded CDEI™ certification will enhance your professional credentials and opens up new opportunities for growth and advancement in the field of human resources.

Globally demanded and recognized, this designation has lifelong validity and the content of this program has also been independently accredited by CPD as adhering to the highest standards of continuing professional development. We look forward to welcoming you to this program.

ACCREDITATIONS



4.8




4.6



KEY SKILLS YOU WILL GAIN

From This Program



**DEI INITIATIVES
EMPLOYEE RELATIONS
EMPLOYEE ENGAGEMENT
CULTURAL AWARENESS**

**CONFRONTING BIAS
DIVERSITY STRATEGY
DIVERSITY & INCLUSION
BUILDING ALLYSHIP**

**RECOGNIZING MICROAGGRESSIONS
CONSTRUCTIVE DIALOGUE
BUILDING INCLUSIVE CULTURE
RECRUITING INCLUSIVELY**

**UNCONSCIOUS BIAS
DEI INTEGRATION
DEI LEGAL COMPLIANCE
FAIR & INCLUSIVE RECRUITMENT & RETENTION
BIAS IDENTIFICATION**

**CROSS-CULTURAL COMMUNICATION
CONFLICT RESOLUTION**

YOUR FACULTY DIRECTOR



Soumya Singh

Highly Accomplished Global HR and DEI Strategist

Soumya is a highly accomplished and versatile people leader with a **wealth of experience in leadership and management roles across renowned organizations in the UK**. She is currently serving as the Deputy Director of People at Smart Energy GB, the UK's national campaign for smart meter roll-out, where she holds a **pivotal position within the senior leadership team**.

Soumya also serves as a visiting faculty member at Kingston Business School, where she **imparts her knowledge and expertise in Human Resource Management and Organizational Behaviour** to postgraduate and undergraduate students. She has also **conducted sessions internationally**, including at Ranepa University in Moscow and various business schools in India, bringing **valuable industry insights and practical applications** to professional qualification programs. Through these positions, Soumya is actively involved in **championing diversity, inclusion, and the eradication of unconscious bias and stereotypes**. Her commitment to these principles, coupled with her drive to **remove barriers and create inclusive environments**, allows individuals to thrive in their chosen careers and contribute their best to the organizations they serve.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before



Goldman Sachs



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ExxonMobil



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citi



IKEA



VOLVO



HYUNDAI



Pfizer

Life is our life's work



Nestlé®



PROGRAM AGENDA

MODULE 1: INTRODUCTION TO DIVERSITY, EQUITY & INCLUSION (DEI)

Overview: Introduction to Diversity, Equity & Inclusion (DEI)

Lesson 1: Understanding the Importance of Diversity, Equity and Inclusion (DEI) Part 1

Lesson 2: Understanding the Importance of Diversity, Equity and Inclusion (DEI) Part 2

Lesson 3: Exploring the Benefits of DEI: Advantages for Individuals and Organizations

Lesson 4: Examining the Impact of DEI on Employee Motivation, Performance and Engagement

MODULE 2: HOW DOES DEI DRIVE BETTER BUSINESS PERFORMANCE

Overview: How Does DEI Drive Better Business Performance

Lesson 1: The Business, Moral and Ethical Case for DEI

Lesson 2: DEI and Performance, Creativity and Innovation

Lesson 3: Practical Strategies and Actions that Drive Better Business Performance Through DEI

MODULE 3: COMMON DEI CHALLENGES IN THE WORKPLACE AND THEIR IMPACT

Overview: Common DEI Challenges in the Workplace and Their Impact

Lesson 1: Understanding Common DEI Challenges

Lesson 2: Assessing the Scope of DEI Challenges in the Workplace (Nature and Scale of the Problem)

Lesson 3: Examining the Impact of DEI Challenges on Individuals and Organizations (Costs and Consequences of Inequity)

MODULE 4: DEVELOPING THE DEI STRATEGY

Overview: Developing the DEI Strategy

Lesson 1: Assessing the Current State of DEI (Understanding the Status Quo, Identifying Areas for Improvement)

Lesson 2: Creating a Vision for DEI (Developing a Clear and Compelling Strategy)

Lesson 3: Building a Comprehensive DEI Plan (Key Components and Implementation Strategy)

MODULE 5: IMPLEMENTING DIVERSITY, EQUITY & INCLUSION INITIATIVES

Overview: Implementing Diversity, Equity & Inclusion Initiatives

Lesson 1: Defining Success: What DEI Initiatives Look Like?

Lesson 2: Ensuring Success: Key Principles for Effective Implementation

Lesson 3: Embracing Action-Mindset

PROGRAM AGENDA



MODULE 6: UNDERSTANDING UNCONSCIOUS BIAS

Overview: Understanding Unconscious Bias

Lesson 1: Defining and Understanding Unconscious Bias

Lesson 2: Exploring Consequences of Unconscious Bias

Lesson 3: Overcoming Unconscious Bias (Strategies and Best Practices)

MODULE 7: TALENT MANAGEMENT FOR DEI

Overview: Talent Management for DEI

Lesson 1: Hiring People for Talent and Merit (Strategies and Best Practices)

Lesson 2: Achieving Fair and Inclusive Recruitment and Retention (Best Practices) Part 1

Lesson 3: Achieving Fair and Inclusive Recruitment and Retention (Best Practices) Part 2

Lesson 4: Diversity by Design (Reviewing Policies and Practices for Inclusive Talent Management)

MODULE 8: BUILDING INCLUSIVE CULTURES

Overview: Building Inclusive Cultures

Lesson 1: Understanding Inclusive Cultures - Characteristics and Best Practices

Lesson 2: Five Stages of Building Inclusive Cultures (A Roadmap for Progress)

Lesson 3: Inclusive Leadership (Strategies and Approaches to Fostering Inclusion in the Workplace)

MODULE 9: MEASURING SUCCESS OF DEI INITIATIVES

Overview: Measuring Success of DEI Initiatives

Lesson 1: DEI Strategy and Accountability (Defining Metrics and Goals)

Lesson 2: Priority Areas to Accelerate Change (Targeted Strategies for Impact)

Lesson 3: Measuring and Reporting Progress (Best Practices and Tools for Tracking DEI Success)

MODULE 10: THE INTERSECTION OF DEI AND TECHNOLOGY

Overview: The Intersection of DEI and Technology

Lesson 1: Technology and DEI: Opportunities and Challenges for Inclusive Practices

Lesson 2: Leveraging Technology to Improve DEI Efforts

Lesson 3: DEI, Technology and Decision-Making

EXAMINATION

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certification's programs are unique as they provide you with professional charter designation and mark that can be used across your lifetime once you have completed our programs.

Upon completing the **Certified Global Diversity, Equity and Inclusion HR Manager (CDEI™)** program and passing the Chartered exam, you will receive the prestigious CDEI™ designation, which is a globally recognized trademark and industry-recognized with lifelong validity. This designation will help you distinguish yourself as an HR expert who possesses the necessary skills and knowledge to emerge as a leader in advocating for Diversity, Equity, and Inclusion (DEI) in the workplace.

This industry-recognized trademarked charter is developed by the **Chartered Institute of Professional Certifications**, an industry leader in professional certifications. This program's content has been independently accredited and certified by **CPD**, ensuring that it adheres to the highest standards of continuing professional development standards. This designation will enhance your credibility and marketability to potential employers or clients, making you stand out as a highly skilled and knowledgeable HR professional.

ABOUT US

49,525

Business Leaders Have
Attained Their Chartered
Certifications Since 2009

390

Certified and Fully
Accredited Programs

87%

Chartered Leaders Have
Reported Career Promotions
and Enhancements

Chartered Institute of Professional Certifications

All of Chartered Institute of Professional Certifications program are fully accredited programs. The professional charter and designations are trademarked credentials that can only be used by professionals who have completed and passed our accredited program. It is also independently accredited by CPD as adhering to the highest standards of continuing professional principles.

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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

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