



HUMAN RESOURCES TRAINING

Diversity, Equity and Inclusion in Practice

3 day course

Classroom, online or in-house

Course overview

Inclusion work fails in a recognisable way: a statement is published, training is delivered, and the same people are promoted for the same reasons as before. This course is about what actually changes outcomes. Delegates work through reading their own organisation's data, since representation at entry tells you nothing without the progression and exit figures beside it. Where decisions leak is identified: shortlisting, interview, performance rating, stretch assignment and promotion, each examined for the point at which the gap opens. Structured processes that reduce discretion follow, because discretion is where bias operates. Inclusive team behaviour is treated concretely as who gets heard and who gets credited. Accommodation and accessibility are covered. Setting targets that are honest and measuring progress follow. The course closes on resistance, on the arguments that come up genuinely, and on sustaining the work beyond a campaign.

What you will learn

- Read representation alongside progression and exit data
- Identify the decision points where gaps open
- Reduce discretion through structured processes
- Change who gets heard and who gets credited in a team
- Handle accommodation and accessibility practically
- Set honest targets and measure progress against them
- Answer genuine objections and sustain the work beyond a campaign

Who should attend

- HR managers and business partners
- Talent acquisition and recruitment specialists
- Diversity and inclusion champions or committee members
- Line managers responsible for hiring and promotion decisions
- Organisational development practitioners

Course outline

- 01 Statement published, nothing changed
- 02 Reading your own data
- 03 Progression and exit, not just entry
- 04 Where decisions leak
- 05 Shortlisting, interview and rating
- 06 Structured processes and discretion
- 07 Heard and credited
- 08 Accommodation, targets, resistance and sustaining it

Upcoming dates



Dates	Venue	Format	Fee per delegate
30 September to 2 October 2026	Gaborone, Botswana	Classroom	R14,950
12 to 14 October 2026	Windhoek, Namibia	Classroom	R14,950
28 to 30 October 2026	Maputo, Mozambique	Classroom	USD 995
4 to 6 November 2026	Online	Online	R6,500

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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