Anti-Racism Policy Design in Public Sector Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The public sector plays a pivotal role in shaping equitable policies, fostering inclusive workplaces, and promoting social justice. Anti-Racism Policy Design in Public Sector Training Course equips government professionals, policymakers, and organizational leaders with the knowledge, tools, and strategies to identify systemic racism, implement effective anti-racism frameworks, and develop policies that promote diversity, equity, and inclusion. Participants will explore contemporary approaches to policy analysis, legal frameworks, community engagement, and organizational transformation, ensuring that public institutions not only comply with anti-discrimination standards but also lead proactive efforts to dismantle institutional bias.

This course emphasizes practical application, combining evidence-based research with interactive case studies and collaborative exercises. By integrating global best practices and trending anti-racism strategies, participants will learn to design policies that address racial inequities, enhance organizational accountability, and promote cultural competency across departments. This program provides public sector leaders with actionable insights to cultivate inclusive environments, strengthen community trust, and embed anti-racism principles into institutional structures and processes.

Programme Curriculum

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Course Objectives

By the end of this course, participants will be able to:

1. Understand the foundations of systemic racism and structural inequality in public institutions
2. Identify and analyze bias in policies, procedures, and organizational culture
3. Develop actionable anti-racism policies aligned with legal and ethical standards
4. Apply diversity, equity, and inclusion (DEI) principles in public sector governance
5. Utilize data-driven approaches for assessing racial disparities and policy impact
6. Engage stakeholders in anti-racism initiatives effectively
7. Foster culturally competent leadership and workforce development
8. Integrate global best practices in anti-racism policy design
9. Implement accountability mechanisms for continuous improvement
10. Promote transparency and public trust through equitable policy measures
11. Design communication strategies to address resistance and encourage inclusivity
12. Leverage technology and analytics to monitor and evaluate policy outcomes
13. Address intersectionality and complex social dynamics in public sector contexts

Organizational Benefits

- Enhanced workforce diversity and inclusion
- Strengthened public trust and credibility
- Reduced legal and reputational risks
- Improved policy compliance and governance
- Increased cultural competency across departments
- Strengthened community engagement and partnerships

- Data-driven decision-making and evaluation
- Improved employee engagement and retention
- Standardized anti-racism practices across units
- Continuous learning and organizational transformation

Target Audiences

- Government policymakers and administrators
- Public sector HR professionals
- Organizational leaders and managers
- Diversity, equity, and inclusion (DEI) officers
- Community engagement coordinators
- Legal and compliance officers
- Public sector consultants and advisors
- NGO and civic organization leaders

Course Duration: 5 days

Course Modules

Module 1: Foundations of Systemic Racism

- Understanding historical and contemporary racism
- Identifying structural inequalities in public policies
- Recognizing unconscious bias in organizations
- Tools for equity assessment
- Workshop: Analyzing policy impact
- Case Study: Historical policies and present-day inequities

Module 2: Anti-Racism Policy Frameworks

- Principles of anti-racism in governance
- Policy design lifecycle
- Incorporating DEI strategies
- Compliance with legal standards
- Collaborative framework development
- Case Study: Successful municipal anti-racism policies

Module 3: Data-Driven Equity Analysis

- Collecting demographic and policy data
- Identifying disparities using metrics
- Equity audits and reporting
- Predictive analytics for policy outcomes
- Risk assessment and mitigation
- Case Study: City-wide equity audit results

Module 4: Stakeholder Engagement and Advocacy

- Mapping internal and external stakeholders
- Effective communication strategies
- Building coalitions for change
- Public consultation methods
- Conflict resolution approaches
- Case Study: Community-driven anti-racism initiatives

Module 5: Inclusive Leadership and Workforce Development

- Promoting cultural competency in leadership
- Talent development strategies
- Mentorship and sponsorship programs
- Inclusive recruitment and retention
- Bias reduction in HR practices
- Case Study: DEI leadership impact evaluation

Module 6: Legal and Ethical Considerations

- Anti-discrimination laws and regulations
- Ethical frameworks for policy enforcement
- Rights and responsibilities of public institutions
- Case reviews of policy violations
- Ensuring transparency and accountability
- Case Study: Legal compliance in municipal programs

Module 7: Monitoring, Evaluation, and Continuous Improvement

- Designing metrics and KPIs for anti-racism
- Feedback mechanisms and audits
- Technology-enabled monitoring
- Benchmarking best practices
- Reporting and transparency
- Case Study: Continuous improvement in government agencies

Module 8: Change Management and Organizational Transformation

- Leading anti-racism initiatives
- Overcoming resistance to change
- Embedding anti-racism in organizational culture
- Communication and advocacy strategies
- Leadership accountability and reinforcement
- Case Study: Transforming departmental culture successfully

Training Methodology

- Interactive lectures and workshops
- Group discussions and peer learning
- Hands-on exercises and simulations
- Case study analysis and application
- Role-playing and scenario planning
- Continuous feedback and evaluation

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com