Gender Equity in the Workplace Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s dynamic corporate environment, fostering gender equity in the workplace is not only a moral imperative but also a strategic advantage. Organizations that prioritize diversity, inclusion, and equitable opportunities experience higher employee engagement, improved innovation, and enhanced organizational performance. Despite global efforts, gender disparities persist in leadership roles, pay structures, and professional development opportunities. Gender Equity in the Workplace Training Course empowers organizations to bridge the gender gap, creating a workplace culture rooted in equality, respect, and inclusivity.

This program equips HR leaders, managers, and employees with practical tools to identify and eliminate bias, systemic discrimination, and gender-based barriers. Through interactive sessions, real-world case studies, and actionable strategies, participants will develop skills to promote equitable policies, inclusive leadership, and fair talent management. By embracing gender equity, organizations can enhance workforce productivity, attract top talent, and strengthen their reputation as a socially responsible employer.

Programme Curriculum

Gender Equity in the Workplace Training Course

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5 days

Course Objectives

1. Understand the fundamentals of gender equity and inclusion in corporate settings.
2. Identify unconscious bias and its impact on workplace decisions.
3. Promote diverse leadership and decision-making across all organizational levels.
4. Develop inclusive policies and practices that support gender equity.
5. Analyze gender pay gaps and implement equitable compensation strategies.
6. Enhance workplace culture to support equality and mutual respect.
7. Create actionable strategies for career growth and development of underrepresented genders.
8. Strengthen team collaboration and communication through inclusive practices.
9. Leverage data-driven insights to track gender equity progress.
10. Build mentorship and sponsorship programs that empower employees.
11. Implement gender-responsive HR practices for hiring, promotions, and retention.
12. Address gender-based harassment and discrimination effectively.
13. Promote sustainable gender equity initiatives aligned with organizational goals.

Target Audience

1. HR Managers and Professionals
2. Team Leaders and Supervisors
3. Organizational Development Specialists
4. Diversity and Inclusion Officers
5. Corporate Executives and Senior Leadership
6. Employee Resource Group Members
7. Talent Acquisition Specialists
8. Employees seeking professional growth in an equitable workplace

Course Modules

Module 1: Introduction to Gender Equity

- Definition and importance of **gender equity**
- Global trends and corporate benchmarks
- Business case for **diversity and inclusion**
- Key challenges and barriers in the workplace
- **Case Study:** Successful gender equity programs at Fortune 500 companies

Module 2: Understanding Bias

- Types of biases: conscious, unconscious, systemic
- Impact of bias on decision-making and promotions
- Tools to identify personal and organizational biases

- Strategies to mitigate bias in hiring and evaluations
- **Case Study:** Bias reduction initiatives at Google

Module 3: Inclusive Leadership

- Traits of **inclusive leaders**
- Leadership strategies to foster gender diversity
- Encouraging diverse voices in team meetings
- Decision-making through an **equity lens**
- **Case Study:** Women leadership development at IBM

Module 4: Policies and Practices

- Gender-responsive HR policies
- Equitable recruitment and promotion processes
- Flexible work arrangements and parental support
- Implementing anti-discrimination policies
- **Case Study:** SAP's family-friendly workplace initiatives

Module 5: Addressing Gender Pay Gap

- Understanding and analyzing pay disparities
- Strategies to ensure fair compensation
- Transparent salary structures
- Conducting **pay audits**
- **Case Study:** Salesforce's pay equity adjustments

Module 6: Creating Inclusive Culture

- Building a culture of respect and belonging
- Promoting allyship in the workplace
- Effective communication across genders
- Encouraging employee participation in DEI programs
- **Case Study:** Accenture's inclusive culture transformation

Module 7: Mentorship and Sponsorship

- Importance of mentorship for career advancement
- Designing sponsorship programs
- Networking strategies for underrepresented groups
- Encouraging cross-gender mentorship relationships
- **Case Study:** Mentorship initiatives at Deloitte

Module 8: Monitoring & Sustaining Equity

- Setting measurable DEI goals
- Tracking progress through KPIs and dashboards
- Continuous improvement strategies
- Employee feedback and engagement surveys
- **Case Study:** Gender equity scorecards at Unilever

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

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

Start Date	End Date	Location	Price
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

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