

Diversity, Equity, Inclusion Training & Development

Specialising in Coaching & Developing DEI Practical skills

With Leaders, HR, Talent Team & Your Wider organisation

Hey, meet Alicia, the BDPN's D&I Consultant

- 5 years' experience in Recruitment & Diverse Hiring
- 3 years' experience of facilitating DEI workshops
- Lead DEI & Talent Consultant – SyncD
- Founder @ Black Create Connect
- Travel, Food and Family Lover
- Dyslexic, Kindly excuse any grammatical errors.



Tailored Training

We know that your training needs are unique. That's why we offer tailored modules based on your commercial growth needs.

These needs can be identified in a discovery chat or an audit, depending on the size of your organization

Our training programs are practical and ensure that attendees are able to take away new behaviours, ways of working, and thinking that will add to a culture of inclusion. Case studies will be presented, and training will be taught based on company challenges and typical day-to-day challenges.

Recommended participants: 10-25

Each Module is 6 sessions. 6-12weeks. Delivered Weekly, fortnightly or over your preferred timeline.

Each session lasts 90 minutes allowing time for teaching, breakout rooms, discussions, practicing what has been learnt and more!

Module Suggested Topics:

- Attracting and Hire Diverse Talent
- Adding Equity
- Daily Inclusive
- Wider Business DEI

See what Clients say about Alicia's training sessions

[Redacted]
Thank you, it has been very insightful.

[Redacted]
Thank you so much Alicia! I'll email you as I'd love to chat more 😊

[Redacted]
 The template is very clear

[Redacted]
 very useful!!

[Redacted]
 Really helpful - thank you! Great to have the structure and guidance to prioritise

[Redacted]
 very insightful!!! thanks sooo much

[Redacted]
 Thanks for today Alicia. Super engaging and informative as always 😊

[Redacted]
 One of the best DEI sessions I have ever attended, thanks a lot!

[Redacted]
 v useful - lots to think about!

[Redacted]
 Very inspiring and useful thank you. [Redacted] a lot !!

[Redacted]
 Thank you Alicia.

[Redacted]
 So useful thank you so much! Really good to give a structure to start from!

[Redacted]
 thank you so much it was incredibly valuable

[Redacted]

[Redacted]
 Wow, thank you so much, some great ideas

[Redacted]
 v useful - lots to think about!

[Redacted]
 Thank you very much, yes it has been useful for me 😊

[Redacted]
 thank you so much! super useful

[Redacted]
 This session has been great, thanks Alicia!

Diversity, Equity, Inclusion

Training Modules

Attract and Hire Diverse Talent

Suitable for

Talent teams, Managers, Directors, Leadership, HR, People / Culture

Session 1

Understanding Protected Characteristics and the lack of opportunities, why do they exist? Understanding Bias barriers at the application stage.

Session 2

Understanding where and what diverse candidates engage best with? How to reach these communities via events, online groups, diverse candidate market mapping & sourcing.

Session 3

Creating inclusive Job descriptions, and exploring diverse job advertising methods.

Session 4

What a diverse hiring process looks like. Questions, Scorecards, Interview Panel, best interview and Candidate comms.

Session 5

Thought leadership and attracting diverse candidates through content creation.

Session 6

Inclusive Employer Branding.

Adding EQUITY

Suitable for
Managers, Directors, Leadership, HR

Session 1

Understanding Equity and the link to different groups and their performance

Session 2

Neurodiversity & Disabilities; Adjusting working styles, patterns and working with a variety of employees.

Session 3

Women in the workplace; Understanding the barriers women face and how to create opportunities for women

Session 4

Ethnic Minority & LGBTQ+ barriers; Understanding the historical barriers and how to break these down

Session 5

Intersectionality, Creating accelerator programs, and promoting underrepresenting talent

Session 6

Setting up ERG's, Mentoring programs, Sponsorship and providing resources

Being Inclusive

Suitable for

Talent teams, Managers, Directors, Leadership, HR

Session 1

Inclusive Onboarding.

Session 2

Celebrating cultures and differences – Creating an inclusive social calendar.

Session 3

What inclusive practices look like, how to have conversations.

Session 4

Implementing inclusive Benefits and Rewards.

Session 5

Collecting information consistently from employees.

Session 6

Communication progress and your DEI external and internal commitment.

Wider Business DEI Training

Suitable for

All

Session 1

Having difficult conversations, talking about diversity and undertraining different groups and characteristics.

Session 2

Understanding diverse stories & experiences.

Session 3

Understanding and tackling Bias

Session 4

Practicing Allyship and amplifying voices

Session 5

Learning how to use your voice – allowing your company to understand you.

Session 6

Working with difference – understanding how to best work with different types of individuals, guide on language and behaviours.

Recruitment is not enough

Book in your discovery meeting
with info@thebdpn.com

Thank you