

# Course : Managing an inclusion and diversity policy

*Practical course - 1d - 7h00 - Ref. PID*

*Price : 760 € E.T.*

Inclusion and diversity are strategic issues for companies. This training course will enlighten you on the essential concepts, the legal framework, corporate assessment and the development of Diversity, Equity and Inclusion (DEI) policies. This will prepare you to promote an inclusive and diverse work culture.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the concepts of inclusion and diversity
- ✓ Understanding the European and French legal framework for inclusion and diversity
- ✓ Assess the company's hiring culture and practices
- ✓ Creating and managing an inclusion and diversity policy
- ✓ Training and involving employees in a culture of inclusion
- ✓ Sustain the approach by drawing up a dashboard with precise objectives and indicators

## Intended audience

HR directors, HR managers, recruiters, HR staff, managers and anyone wishing to manage an inclusion and diversity policy.

## Prerequisites

No special knowledge required.

## Course schedule

### 1 Distinguishing between the notions of inclusion and diversity

- Define the concepts of inclusion and diversity.
- Identify stereotypes, prejudice and discrimination in everyday working life.
- Identify the characteristics of an inclusive work environment.
- Identify the different categories of diversity.

### Hands-on work

MCQs on stereotypes and prejudice.

## PARTICIPANTS

HR directors, HR managers, recruiters, HR staff, managers and anyone wishing to manage an inclusion and diversity policy.

## PREREQUISITES

No special knowledge required.

## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 2 Applying the legal framework for inclusion and diversity

- Understand the requirements of the European directive and the obligations of French regulations (Article L. 4121-1, etc.).
- Identify obligations in terms of hiring and professional development.
- Identify the need to adapt workstations.
- Discover the sanctions and case law relating to discrimination.
- Understand the legal restrictions imposed.

### Hands-on work

MCQs on regulations. Analysis of a case of discrimination in the workplace and discussion of the sanctions to be applied. Identify points of vigilance and apply them in the participants' professional context.

## 3 Taking stock of your company to initiate a DEI policy

- Highlight the challenges of diversity and inclusion.
- Assess corporate culture through surveys and interviews.
- Analyze hiring and promotion practices.
- Identify the strengths and weaknesses of the current organization, and the potential obstacles to implementing a CED policy.
- Evaluate diversity and inclusion with specific indicators and internal audits.

### Hands-on work

Evaluate issues, obstacles, strengths and weaknesses in business situations.

## 4 Creating and leading a culture of inclusion and diversity

- Appoint a manager and allocate the necessary resources.
- Take stock of mandatory negotiations and agreements (disability, equality, seniors).
- Draw up a dashboard with precise objectives and indicators.
- Implement and monitor corrective actions.
- Train and involve employees.

### Hands-on work

Development of an action plan to promote inclusion and diversity in the workplace.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 18 Mar., 1 July, 17 Nov.

### PARIS LA DÉFENSE

2026 : 24 June, 3 Nov.