



DEI Analytics for Diversity, Equity and Inclusion

16 - 20 Feb 2027
Tokyo

DEI Analytics for Diversity, Equity and Inclusion

Ref.: 103600644_82721 **Date:** 16 - 20 Feb 2027 **Location:** Tokyo **Fees:** 10000 **Euro**

Course Overview:

The Diversity, Equity and Inclusion Analytics Training Course helps participants measure workforce diversity, evaluate equity across the employee lifecycle and convert DEI data into practical action.

The course covers DEI Data Analytics, Workforce Representation Analytics, Recruitment Equity Analytics, Pay Equity Analytics, Promotion Equity Analysis, Retention Equity Analytics and Employee Inclusion Measurement. Participants also learn how to build DEI metrics, dashboards and reporting frameworks while protecting confidentiality and avoiding misleading conclusions. The course uses evidence-based approaches supported by organizational data, research findings, practitioner expertise and stakeholder perspectives. It also reflects current practices in workforce reporting, inclusion measurement and pay equity analysis.

By the end of the course, participants will be able to identify workforce disparities, interpret DEI indicators responsibly and develop a practical DEI Action Planning roadmap.

Target Audience:

- HR Directors and HR Managers
- DEI and Inclusion Managers
- People Analytics Specialists
- Workforce Planning Professionals
- Talent Acquisition Managers
- Compensation and Benefits Professionals
- Employee Experience Managers
- Organizational Development Professionals
- HR Business Partners
- ESG and Sustainability Professionals

Targeted Organizational Departments:

- Human Resources
- Diversity, Equity and Inclusion
- People Analytics
- Talent Acquisition
- Compensation and Benefits
- Talent Management
- Employee Experience
- Organizational Development

Targeted Industries:

- Banking and financial services
- Government and public institutions
- Healthcare and pharmaceuticals
- Energy, oil and gas
- Technology and telecommunications
- Engineering and construction
- Manufacturing
- Education

Course Offerings:

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

- Explain the role of Diversity Equity and Inclusion Analytics.
- Define practical DEI metrics across the employee lifecycle.
- Assess workforce demographic data quality and confidentiality.
- Conduct Workforce Representation Analysis.
- Evaluate recruitment outcomes using Recruitment Equity Analytics.
- Calculate and interpret Gender Pay Gap Analysis.
- Analyse promotion, performance and retention equity.
- Measure employee inclusion, belonging and sentiment.
- Develop a DEI Metrics and Dashboard framework.

Training Methodology:

The course combines short presentations, case studies, guided calculations, group discussions and practical workplace exercises. Participants work with anonymized examples covering workforce demographics, recruitment, pay, promotion, turnover and employee surveys. They practise calculating DEI indicators, interpreting differences between groups and identifying areas requiring further investigation.

Case studies demonstrate how organizations use People Analytics for DEI, workforce reporting and inclusion measurement. Group activities focus on selecting useful indicators, improving data quality and designing clear dashboards. Daily reflection and review sessions help participants connect the methods to their own organizational context. The methodology follows an evidence-based approach that combines organizational data, research evidence, professional experience and stakeholder input.

Course Toolbox:

Participants will receive examples and insights related to:

- DEI analytics framework
- DEI data inventory
- Data governance checklist
- Workforce representation matrix
- Recruitment funnel analysis
- Adverse impact calculation guide
- Gender pay gap calculation example
- Promotion and retention equity matrix
- Inclusion survey indicator guide

Course Agenda:

Day 1: Foundations of DEI Analytics

- **Topic 1:** Understanding diversity, equity, inclusion and belonging in the workplace
- **Topic 2:** Using DEI analytics to support workforce decision-making
- **Topic 3:** Linking DEI strategy with organizational priorities and goals
- **Topic 4:** Measuring representation, equity and employee inclusion
- **Topic 5:** Selecting leading and lagging DEI metrics
- **Topic 6:** Developing a practical DEI analytics framework
- **Reflection & Review:** Translating DEI commitments into measurable workforce objectives



Day 2: DEI Data and Workforce Representation

- **Topic 1:** Identifying demographic and workforce data sources
- **Topic 2:** Assessing DEI data quality, completeness and readiness
- **Topic 3:** Managing employee self-identification and consent
- **Topic 4:** Protecting privacy, confidentiality and sensitive workforce data
- **Topic 5:** Analysing employee demographics by role, level and location
- **Topic 6:** Measuring workforce representation across organizational levels
- **Reflection & Review:** Evaluating data readiness for responsible DEI reporting

Day 3: Recruitment, Pay and Promotion Equity

- **Topic 1:** Analysing recruitment stages from application to appointment
- **Topic 2:** Measuring inclusive recruitment and candidate conversion rates
- **Topic 3:** Applying adverse impact analysis to selection outcomes
- **Topic 4:** Understanding equal pay, pay equity and job comparability
- **Topic 5:** Calculating and interpreting gender pay gaps
- **Topic 6:** Analysing performance ratings, promotions and career progression
- **Reflection & Review:** Interpreting recruitment, pay and promotion disparities responsibly

Day 4: Inclusion, Belonging and Retention Analytics

- **Topic 1:** Measuring fairness, respect, employee voice and workplace support
- **Topic 2:** Designing effective employee inclusion measurement indicators
- **Topic 3:** Developing an inclusion index from employee survey data
- **Topic 4:** Analysing employee belonging, feedback and workplace sentiment
- **Topic 5:** Measuring turnover, tenure and retention across employee groups
- **Topic 6:** Applying intersectionality analytics while protecting confidentiality
- **Reflection & Review:** Connecting inclusion, belonging and retention findings

Day 5: DEI Dashboards, Reporting and Action Planning

- **Topic 1:** Selecting balanced metrics across the employee lifecycle
- **Topic 2:** Designing clear and practical DEI dashboards
- **Topic 3:** Establishing DEI measurement and reporting processes
- **Topic 4:** Applying internal and external DEI benchmarking
- **Topic 5:** Evaluating the outcomes of DEI programs and initiatives
- **Topic 6:** Converting analytical findings into measurable DEI actions
- **Reflection & Review:** Presenting a practical DEI analytics and action roadmap



FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

No specialist statistical qualification is required. Basic experience in HR, DEI, workforce planning, employee experience or reporting is useful.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4–5 hours, with breaks and interactive activities included. The total course duration spans five days, approximately 20–25 hours of instruction.

Does a difference between demographic groups automatically prove discrimination?

No. A difference is an indicator that requires further investigation. Participants learn to examine data quality, sample size, workforce structure and organizational context before reaching conclusions.

How This Course is Different from Other Diversity, Equity and Inclusion Analytics Courses:

This course focuses on practical workplace analysis rather than general DEI awareness. Participants learn how to measure representation, recruitment, pay, promotion, inclusion and retention using clear DEI metrics. The course also addresses confidentiality, small-group reporting, intersectionality and responsible interpretation.

Its content is informed by established approaches to people data, inclusion measurement, workforce reporting and pay equity. Participants leave with a structured DEI Metrics and Dashboard framework and a practical DEI Action Planning approach that can be adapted to their organization.



Training Course Categories

Agile PM and Project Management Training Courses

Certified Courses By International Bodies

Communication and Public Relations Training Courses

Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

Finance and Accounting Training Courses

Governance, Risk and Compliance Training Courses

Human Resources Training and Development Courses

IT Security Training & IT Training Courses

Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

Marketing, Customer Relations, and Sales Courses

Occupational Health, Safety and Security Training Courses

Personal & Self-Development Training Courses

Quality and Operations Management Training Courses

Secretarial and Administration Training Courses



Training Cities

Accra Ghana	Al Jubail Saudi Arabia	Amman Jordan
Amsterdam Netherlands	Athens Greece	Baku Azerbaijan
Bali Indonesia	Bangkok Thailand	Barcelona Spain
Berlin Germany	Cairo Egypt	Cape town South Africa
Casablanca Morocco	Chicago USA	Doha Qatar
Dubai UAE	Frankfurt Germany	Geneva Switzerland
Istanbul Turkey	Jakarta Indonesia	Johannesburg South Africa
Kuala Lumpur Malaysia	Kuwait Kuwait	Langkawi Malaysia
Lisbon Portugal	London UK	Madrid Spain
Manama Bahrain	Marbella Spain	Milan Italy
Montreux Switzerland	Munich Germany	Muscat Oman
Nairobi Kenya	New York USA	Nice France
Paris France	Phuket Thailand	Porto Portugal



Training Cities

Prague

Czech Republic

Riyadh

Saudi Arabia

Rome

Italy

San Diego

USA

Seoul

South Korea

Sharm El-Sheikh

Egypt

Singapore

Singapore

Tashkent

Uzbekistan

Tbilisi

Georgia

Tokyo

Japan

Toronto

Canada

Trabzon

Turkey

Vienna

Austria

Zanzibar

Tanzania

Zoom

Online Training