DEI Analytics for Diversity, Equity and Inclusion

4 – 8 October 2027
Addis Ababa

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DEI Analytics for Diversity, Equity and Inclusion

Ref: 103600644_225440 **Date:** 4 – 8 October 2027 **Location:** Addis Ababa **Fees:** 4500 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.

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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

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Targeted Organizational Departments:

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

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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

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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

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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

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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

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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

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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 one week, 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.

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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.