

Professional Academy Diploma in Diversity, Equity, Belonging & Inclusion (DEBI)

About the Course

This Professional Academy Diploma in Diversity, Equity, Belonging & Inclusion (DEBI) course is designed for learners who wish to develop a deep understanding of diversity, equity, inclusion and belonging and to explore strategies for change.

The course provides learners with the knowledge and understanding needed to deal effectively with issues of equality, diversity, inclusion and belonging in the workplace and the community.

Using best practice insights, the course will equip learners with the skills and confidence required to successfully engage with diversity, be inclusive in practical ways, develop policies and be compliant with legislation.

Entry Requirements

This course is suitable for employees, supervisors or managers working in any sector. Anyone responsible for leading teams, managing employees, mitigating risk and supporting organisational performance will benefit from this programme. Having a Human Resources background is also an advantage.

Learning Outcomes

On completion of this course, learners will be able to:

- Describe the importance and impact DEBI activities on HR and Business functions
- Evaluate theories and strategies for moving towards an inclusive organisation
- Demonstrate an understanding of the legislation related to DEBI
- Explain the concept of neurodiversity and how to create a successful people management approach to it

Course Structure

- **Live Online Part-time:** One evening per week; 6:30pm to 9:30pm for 12 weeks

Course Breakdown

Module	Overview	Topics/Area Covered
1. DEBI – An Introduction and Overview	Gain an understanding of the issues and key concepts associated with diversity, equity, belonging, and inclusion. Explore the opportunities and challenges this presents.	<ul style="list-style-type: none"> ● Understanding of DEBI ● Opportunities and challenges
2. Understanding Equality	Learn about the legislation relating to equality in Ireland and beyond. Understand how to apply the	<ul style="list-style-type: none"> ● Equality legislation in Ireland ● Equal opportunities policies

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	legislation related to DEBI in the workplace.	
3. Human Rights in Ireland	Learn about the protections of human rights and freedoms in Ireland granted by constitutional and international law. Learn how to apply the Human Rights framework.	<ul style="list-style-type: none"> ● The Human Rights framework ● IHREC codes of practice
4. Neurodiversity	Explore the concept of neurodiversity and how to create a successful people management approach to it. Discover the common neurodiverse thinking styles and their strengths.	<ul style="list-style-type: none"> ● What is neurodiversity? ● Common neurodiverse thinking styles
5. Successful People Management Approaches to Diversity	Discover how to create a successful people management approach to managing diversity. Learn which key HR tasks may require change to be inclusive to a diverse workforce.	<ul style="list-style-type: none"> ● Reconsidering recruitment & selection ● Reconsidering D&I
6. Building an Inclusive Workplace	Learn how the use of AI can support an inclusive environment and explore strategies for moving towards an inclusive organisation.	<ul style="list-style-type: none"> ● Measuring DEBI ● AI and DEBI
7. Inclusion & Belonging Strategies (Part 1)	Understand the concept of psychological safety and the tools available to foster it.	<ul style="list-style-type: none"> ● Psychological safety ● Culture and DEBI
8. Inclusion & Belonging Strategies (Part 2)	Understand the concept of bias and the tools available to disrupt it.	<ul style="list-style-type: none"> ● The concept of bias ● Employer brand in an inclusive workplace
9. Dignity at Work	Explore issues of bullying and harassment in the workplace.	<ul style="list-style-type: none"> ● Handling complaints of bullying or harassment ● Codes of practice related to bullying ● Harassment and sexual harassment
10. Diversity & Leadership	Look at the importance of leadership in inclusive organisations.	<ul style="list-style-type: none"> ● Diversity and leadership ● The gender pay-gap
11. Managing the Changes	Look at models of change management and consider how to implement the changes in your organisation.	<ul style="list-style-type: none"> ● Theories of change management ● Implementing changes
12. Course Summary & Assignment Overview	In this final session, review the concepts and strategies learned during the course.	<ul style="list-style-type: none"> ● Review of course content ● Overview of the assignment

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Course Assessments

Assessed Component	Weighting	Deadline
Action Learning Log	40%	Week 12
Final Report (approx. 3,000 words)	60%	2 weeks after course completion

The Action Learning Log will demonstrate the continuity of reflection throughout the course, by completing a separate AL Log worksheet for each of the main topics (average 250 words per worksheet). The full set of worksheets will be combined into an Action Learning Log, which will be submitted at the end of the course for grading.

The Final Report should be completed at the conclusion of the course, once all sessions have been completed. Learners will be tasked to reflect on their workplace and evaluate it from the DEBI perspective. The goal of the assignment is to demonstrate how learners are thinking about putting course concepts, models, tools and practices in their own context to demonstrate the course learning outcomes.