

COURSE BROCHURE

Diversity and Inclusion in Government

Professional Training Course

Skillslab Training Provider

Skills for Tomorrow's World 



Course Description

Course Overview

Diversity and Inclusion in Government is a comprehensive, knowledge-based training program designed to strengthen understanding of inclusive governance and equitable workplace practices across public sector organizations. The course explores the principles, frameworks, and policy considerations that underpin diversity and inclusion initiatives in government, emphasizing fairness, equal opportunity, and respect for differences while maintaining institutional integrity and accountability.

This course is particularly relevant for new managers, supervisors, and team leaders who are expected to lead diverse teams, make impartial decisions, and uphold public service values. As part of leadership training for new managers, the program equips participants with the theoretical foundation needed to recognize bias, support inclusive behaviors, and contribute to a respectful work environment. The workplace value lies in improving collaboration, enhancing service quality, and strengthening public trust through inclusive leadership practices.

Key Outcomes

- By the end of this program, participants will be able to explain the core concepts of diversity and inclusion within government organizations.
- By the end of this program, participants will be able to distinguish between diversity, inclusion, and equity in the public sector context.
- By the end of this program, participants will be able to identify common barriers to inclusion in government workplaces.
- By the end of this program, participants will be able to recognize unconscious bias and its impact on decision-making.
- By the end of this program, participants will be able to understand the role of managers in fostering inclusive teams.
- By the end of this program, participants will be able to apply inclusive leadership principles as first-time managers.
- By the end of this program, participants will be able to support fair treatment and equal opportunity practices.

Who Should Attend

- First-time managers in government and public sector organizations
- Supervisors and section heads
- Team leaders and unit coordinators
- High-potential employees preparing for leadership roles
- Human resources and organizational development professionals
- Employee relations and compliance departments
- Public sector professionals involved in people management

Prerequisites: No prerequisites. Basic supervisory or people management responsibility is recommended.

Course Outline by Modules

Day 1: Foundations of Diversity and Inclusion in Government

- Definitions and dimensions of diversity in the public sector
- Inclusion as a governance and leadership responsibility
- Public sector values, ethics, and equality principles
- Benefits of diversity and inclusion for public service delivery
- Common challenges in government diversity initiatives

Day 2: Legal, Policy, and Institutional Frameworks

- Overview of equality and non-discrimination principles
- Government policies supporting inclusive workplaces
- Institutional responsibilities and accountability mechanisms
- Role of managers in policy implementation
- Managing compliance while promoting inclusion

Day 3: Bias, Fairness, and Decision-Making

- Understanding unconscious bias in the workplace
- Bias risks in recruitment, performance, and promotion decisions
- Ensuring fairness and transparency in managerial actions
- Inclusive communication and respectful behavior
- Leadership development for team leaders in diverse environments

- Addressing conflict and exclusion constructively
- Responsibilities of new managers in building inclusive cultures

Day 5: Measuring Impact and Sustaining Inclusion

- Indicators for monitoring diversity and inclusion progress
- Linking inclusion to performance and service quality
- Embedding inclusion into organizational culture
- Sustaining diversity initiatives over time
- Continuous improvement and leadership accountability

Methodology

The course is delivered using a primarily theoretical approach, focusing on structured concepts, leadership frameworks, and public sector best practices related to diversity and inclusion. Content is presented through clear explanations, policy-based examples, and simplified cases relevant to government environments, without relying on complex workshops or simulations.

Interaction occurs at both individual and group levels through guided discussions and reflective questions, allowing participants to contextualize learning within their managerial roles. Training materials include summary sheets, a participant workbook, and simple reference templates or toolkits that can be reviewed electronically. Optional minimal pre-work or follow-up support may be provided upon request only.

Assessment & ROI

Learning is assessed during the session through short quizzes, guided question-and-answer discussions, and recap checks at key points throughout the program. These in-session methods help ensure understanding of diversity and inclusion concepts and their application in public sector leadership.

Organizations may measure the impact of the training internally through performance indicators, manager evaluations, employee feedback, or compliance reviews. Internal measurement is managed by the client organization and is outside the scope of our delivery. Optional follow-up discussions or clarification sessions are available upon request only.

Instructor Profile

Diversity and Inclusion in Government is a strategic learning solution that supports inclusive leadership, equitable practices, and effective public service delivery. As part of a broader new manager leadership course portfolio, it complements first-time manager training, management skills training, and supervisor leadership programs by strengthening leadership fundamentals related to fairness and inclusion. The course empowers leaders to build respectful, high-performing teams while aligning with public sector values. Organizations are invited to contact us to tailor delivery options, including onsite, online, or blended formats, and to select suitable duration arrangements. Participants receive a certificate of completion upon successful attendance, reinforcing the professional value of this leadership development for team leaders program.

Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

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