NAVIGATING DEI
A Public Sector Business Strategy
FOR HR PROFESSIONALS,

proficiency in diversity, equity, inclusion and accessibility (DEIA) is no longer a useful skill but an essential core competency and business priority that can drive transformational change within public sector organizations. Navigating DEI – a Public Sector Business Strategy is designed to help public sector practitioners navigate the unique challenges and opportunities in our field.

The program covers each aspect of DEIA helping you assess development opportunities and present important concepts, principles, and practices, leading to concrete improvement initiatives for your agency. The course includes online lessons and cohort sessions providing opportunities to share ideas and learn from peers in a safe space.

While hiring a diverse workforce is a key first step, only through ensuring that public sector employees are treated equitably, fostering inclusive and accessible environments, can we truly start to see the long-term organizational and societal benefits of embracing DEIA.

**Course Outcomes**

This course is designed to help you build your HR competencies and help you strategically position HR as a transformative business partner and leader in the organization.

In this course, you will:

- Learn the value diversity, equity, inclusion and accessibility bring to an agency
- Apply the assess, design, implement and measure (ADIM) framework to your agency’s diversity, equity, inclusion and accessibility practices
- Design and prepare to implement initiatives that will increase diversity, produce equitable outcomes and contribute to an inclusive workplace
- Build momentum in your agency’s diversity, equity, inclusion and accessibility efforts beyond this course

Members can register for Navigating DEI – a Public Sector Business Strategy at PSHRA.org/Learning for $975. Non-members can purchase this course for $1,200.
Course Design
This course includes five online lessons you will complete on your own and three facilitated cohort sessions. The online lessons allow you to assess development opportunities; present important concepts, principles, and practices; and help you begin planning improvement initiatives. The cohort sessions will be face-to-face or virtual (using a video conferencing tool like Google Meet or Zoom) and will provide an opportunity for you to share ideas and learn from your peers.

Course Details

MODULE 1 – INTRODUCTION
Course introduction, DEIA introduction, Bias and the ADIM approach.

MODULE 2 – DIVERSITY
Assessing diversity; designing, implementing and measuring diversity initiatives.

MODULE 3 – EQUITY
Assessing equity; designing, implementing and measuring equity initiatives.

MODULE 4 – INCLUSION
Assessing inclusion; designing, implementing and measuring inclusion initiatives.

MODULE 5 – DEVELOPING YOUR DEIA PLAN
Prioritizing initiatives and getting buy-in.
Register today at PSHRA.org/Learning

For more information, email learning@pshra.org.

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