



Diversity, Equity, Inclusion, and Belonging (DEIB)



August 21 – 22, 2025



City Campus, IBA Karachi



Program Overview

This workshop is designed to equip participants with a comprehensive understanding of Diversity, Equity, Inclusion, and Belonging (DEIB) principles and their application in the workplace. Through interactive sessions, discussions, and practical exercises, participants will learn how to foster an inclusive environment that attracts and retains a diverse workforce, promotes equity, and enhances the sense of belonging among employees.

Course Outline

Day 1: Understanding DEIB

Introduction to DEIB

- Definitions and distinctions between diversity, equity, inclusion, and belonging
- Historical context and the evolution of DEIB in the workplace.
- Business case for DEIB: Why it matters.

Exploring Diversity

- Types of diversity: race, gender, age, sexual orientation, ability, etc.
- Benefits and challenges of a diverse workforce.
- Case studies of successful diverse organizations.

Equity in the Workplace

- Understanding equity vs. equality: Key differences and implications
- Identifying and addressing systemic barriers to fairness
- Strategies for promoting equity in hiring, promotions, and

Inclusion

- Creating an inclusive culture.
- Inclusive leadership and equitable decision-making.
- Practical steps to foster inclusion in daily operations.

Day 2: Building Belonging

Belonging

- Importance of belonging for engagement, retention, and performance.
- Building a culture where everyone feels valued and included.
- Activities and practices to enhance a sense of belonging.

DEIB Strategies and Best Practices

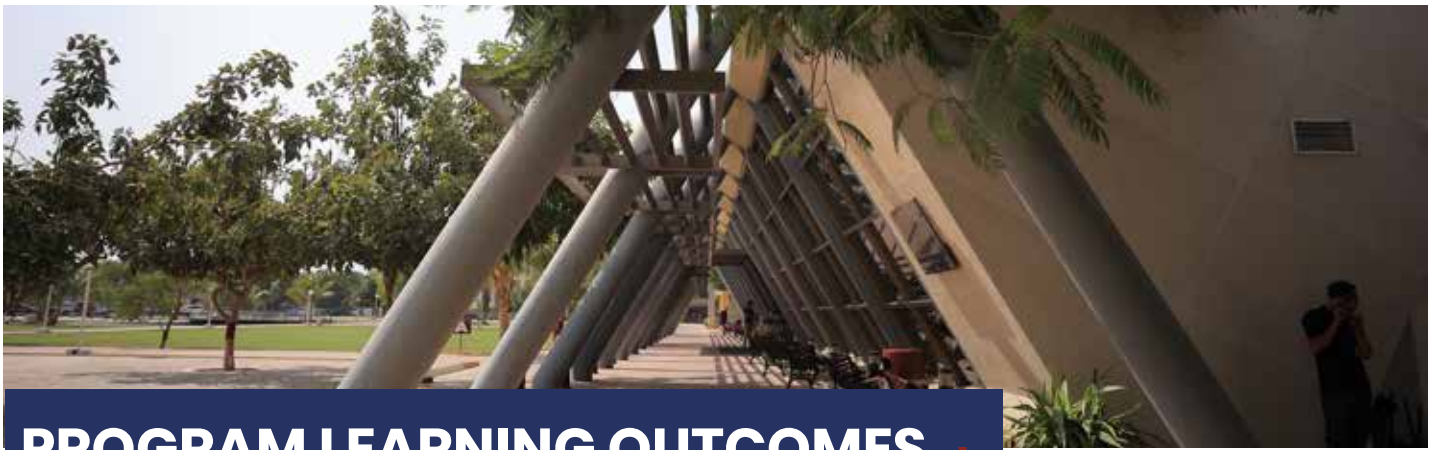
- Developing and implementing DEIB policies.
- Measuring DEIB success and making continuous improvements.
- Role of Employee Resource Groups (ERGs) in promoting DEIB.

Overcoming Resistance and Challenges

- Addressing unconscious biases.
- Strategies to handle resistance to DEIB initiatives.
- Conflict resolution and mediation within DEIB contexts.

Action Planning and Next Steps:

- Creating a personal DEIB action plan.
- Identifying resources and DEIB support networks.
- Long-term commitment to DEIB



PROGRAM LEARNING OUTCOMES

Understand the Core Concepts of DEIB

- Clearly articulate the definitions and importance of diversity, equity, inclusion, and belonging.
- Recognize the business and social benefits of a diverse and inclusive workplace.

Apply DEIB Principles

- Implement strategies to promote diversity and equity in recruitment, hiring, and career development.
- Foster an inclusive work environment where all employees feel valued and have equitable opportunities.

Develop Inclusive Leadership Skills

- Demonstrate inclusive leadership by modeling behaviors that support DEIB.
- Address and mitigate unconscious biases in decision-making processes.

Create a Culture of Belonging

- Develop and support initiatives that enhance the sense of belonging among employees.
- Apply best practices to sustain an inclusive and equitable organizational culture.

Commit to Continuous Improvement

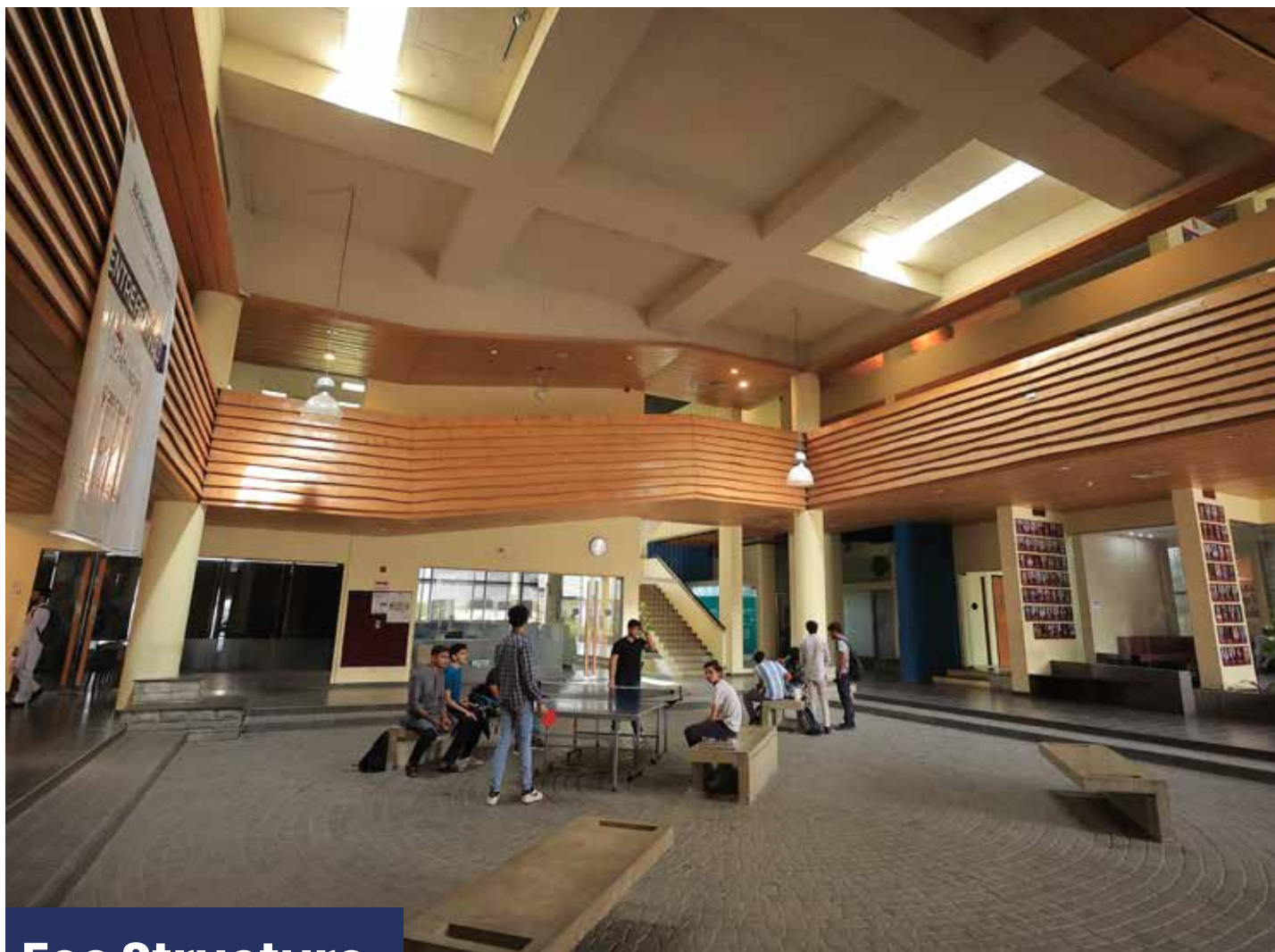
- Measure, track, and assess the impact of DEIB initiatives.
- Adapt and refine DEIB strategies based on feedback and changing organizational needs

Trainers Profile



Tariq Khan

Adjunct Professor,
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Fee Structure

PKR 180,000/- (plus 5% SST)



For Registration

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