



# Diversity, Equity, Inclusion and Belonging



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.

## Learning Outcomes

### 1. 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..

### 2. 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.

### 3. Develop Inclusive Leadership Skills:

- Lead by example in promoting DEIB initiatives.
- Address and mitigate unconscious biases in decision-making processes.

### 4. Create a Culture of Belonging:

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

### 5. Commit to Continuous Improvement:

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





# Topics Covered

## Day 1: Understanding DEIB

▶ Introduction to DEIB	▶ Exploring Diversity
▶ Equity in the Workplace	▶ Incorporation of Inclusion

## Day 2: Building Belonging

▶ Definition of Belonging	▶ DEIB Strategies and Best Practices
▶ Overcoming Resistance and Challenges	
▶ Action Planning and Next Steps	



**30,000+**  
Participants Trained



**1600+**  
Training since 2009



**225+**  
Companies



**80+**  
Trainers

## Investment

PKR 180,000 + 5% SST

## Who should attend?

- HR Professionals
- Managers and Team Leaders
- Executives and Senior Leaders
- Diversity and Inclusion Officers
- Employee Resource Group (ERG) Members and Leaders
- Learning and Development Specialists
- Corporate Consultants
- Anyone Interested in DEIB



**Trainer:**  
**Tariq Khan**  
Adjunct Professor, NYU

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Center for Executive Education, IBA Karachi  
Mailing Address: City Campus, IBA Karachi, Plot # 68 & 88  
Garden / Kayani Shaheed Road, Karachi – 74400

