



BLENDED

GENDER EQUALITY AND DIVERSITY

PROMOTING EQUITY: BREAKING BARRIERS TO DIVERSITY, INCLUSION AND NON-DISCRIMINATION

13 – 24 OCTOBER 2025

ONLINE PHASE: 13 – 17 OCTOBER 2025

FACE-TO-FACE (TURIN, ITALY): 20 – 24 OCTOBER 2025



International
Labour
Organization

ITC



International Training Centre





ONLINE
ITCILO E-CAMPUS
13 – 17 OCTOBER 2025



PLACE
TURIN, ITALY
20 – 24 OCTOBER 2025



COLLABORATIVE LEARNING
ONLINE RESOURCES
AND TOOLS



LANGUAGE
ENGLISH



APPLICATION DEADLINE
1 OCTOBER 2025



COURSE ELIGIBLE FOR THE
DIPLOMA ON GENDER
EQUALITY, DIVERSITY AND
INCLUSION



SCAN THE QR CODE
OR VISIT

bit.ly/42m25vz

OVERVIEW

SNAPSHOT OF THE COURSE

The **International Labour Organization** promotes **non-discrimination and equal opportunity**, in line with **Sustainable Development Goal 10** (reducing inequalities) and the **“Leaving No One Behind”** principle. These values uphold the right to **well-being, dignity, and economic security** for all.

Growing attention to widening inequalities and evolving socio-economic challenges have intensified the need to advance inclusion and prevent discrimination, not only for **social justice** but also for **economic sustainability**.

This training equips participants to foster fairness by **embedding non-discriminatory practices and addressing intersectional biases**. It explores key ILO conventions, including Convention n. 111, and guides the development of inclusive strategies across **individual, team, and organizational levels**.

The course also introduces the **role of technology**, including AI, in promoting equity in the workplace. Participants will examine how digital tools can support fairer recruitment, inclusive communication, and decision-making, while also learning how to identify and mitigate the risks of algorithmic bias.

WHAT

WHAT WILL I LEARN?

Day 1: The Foundations of Inclusion

- **Intersectionality as the Foundation of Non-Discrimination:** Understanding how overlapping identities (e.g., gender, race, disability) shape experiences and contribute to workplace disparities.
- **Lead with Purpose: Core Principles of Inclusive Leadership:** Assessing leadership styles and learning how to adapt them for greater inclusion in diverse teams.
- **Microaggressions and Allyship in Action: Skills and Scenarios:** Identifying microaggressions in the workplace and developing strategies for allyship to foster a more inclusive environment.

Day 2: Communicating Inclusion: Leading with Clarity and Impact

- **Communicating Inclusively and Accessibly:** Practical strategies for inclusive communication that promote respect and accessibility across diverse teams, including the use of digital communication channels.
- **Creating Safe and Inclusive Spaces Through Verbal and Non-Verbal Communication:** Understanding the importance of tone, body language, and non-verbal cues in creating safe, inclusive workspaces.

- **Resolving Conflict in Global Teams:** Exploring techniques for addressing conflicts that arise in culturally diverse teams, promoting respectful dialogue, and understanding different perspectives.

Day 3: Shaping Inclusive Teams: Leading and Managing Diversity

- **Inclusive Hiring Practices:** Strategies for crafting bias-free job descriptions, expanding recruitment outreach, and conducting fair interviews to attract diverse talent.
- **Beyond Hiring: Building Cultures Where Diverse Talent Thrives:** Focusing on mentorship programs, equitable performance reviews, and creating a culture that supports the professional development of diverse employees.

Day 4: Building Inclusive Systems and Practices

- **Engines of Change: The Role of ERGs and Their Sponsors:** Examining how Employee Resource Groups (ERGs) and their sponsors can serve as key drivers of diversity, equity, and inclusion within organizations.
- **Bias by Design? AI Bias Mitigation:** Exploring how bias can manifest in digital tools, particularly in HR and recruitment systems, and discussing ways to mitigate it.
- **From Theory to Practice: Crafting Your DEI Vision & Purpose:** Turning theory into actionable steps by creating your organization's DEI vision and aligning it with long-term objectives.

Day 5: From Strategy to Action

- **Where We Stand: Assessing and Setting DEI Goals for Impact:** Techniques for measuring progress, setting specific DEI goals, and assessing the effectiveness of current initiatives.
- **From Strategy to Action: Building, Implementing, and Sustaining Your DEI Roadmap:** Developing a comprehensive action plan to implement and sustain diversity, equity, and inclusion initiatives within your organization.

WHY

By joining this training, participants will:

- Have a set of ready-to-use **tools and templates** for designing inclusive systems and practices
- Be able to **identify and mitigate bias**, including in digital tools and decision-making processes
- Feel more confident in facilitating **inclusive team dynamics** and promoting culture change
- Receive tailored feedback and join a **global community** of D&I practitioners
- Earn an **ITCILO Certificate of Achievement**, which contributes to the Diploma in Gender Equality, Diversity and Inclusion

WHO

WHO ATTENDS THIS TRAINING?

This course is ideal for professionals working to promote fairness, equity, and inclusion in the workplace, including:

- **HR specialists and recruiters** aiming to build inclusive hiring and retention practices
- **DEI officers and focal points** responsible for strategy and implementation
- **Team leaders, trainers, and change agents** supporting diverse teams and inclusive culture
- **Government officials, UN staff, and NGO professionals** advancing equality through policy or programming
- **Private sector leaders and CSR practitioner** committed to ethical and inclusive workplaces

HOW

The course consists of 60 total hours of learning, broken up into three phases.

- **Pre-course** (10 hours): Self-guided study through the online eCampus platform. Includes a pre-course assessment
- **Residential week** (45 hours): 5-day interactive sessions at the ITCILO in Turin
- **Post-course assignment** (5 hours): Individual assignment applying newly acquired skills

HOW TO APPLY

Find the application form at <https://oarf2.itcilo.org/STF/A9018021/en> and apply before **1 October 2025**.

PRICE

Tuition 1,865 Euros
Subsistence 725 Euros
Total 2,590 Euros

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO

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COURSE CODE: A9018021