



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



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

**26 SEPTEMBER 2025**



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



SCAN THE QR CODE  
OR VISIT

[bit.ly/42m25vz](https://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: Laying the Groundwork for Inclusion

- **Introduction to Non-Discrimination Principles** – Overview of legal and ethical frameworks, including ILO Convention 111.
- **Intersectionality in the Workplace** – Understanding how overlapping identities (e.g., gender, race, disability) impact workplace experiences.
- **Fundamentals of Diversity & Inclusion (D&I)** – The benefits of inclusive workplaces for employee well-being, innovation, and productivity.

#### Day 2: Becoming an Inclusive Leader

- **Understanding Inclusive Leadership** – Assessing leadership styles and learning how to adapt them for greater inclusion.
- **Empathy & Emotional Intelligence** – How these skills enhance leadership and support diverse teams.
- **Unconscious Bias & Microaggressions** – Identifying biases in decision-making and developing strategies to mitigate them.
- **Technology and Bias** – Introduction to how bias can manifest in digital tools and HR systems.

### Day 3: Managing Diverse Teams

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- **Communicating Inclusively and Accessibly** – Practical strategies to communicate in ways that promote inclusion, respect, and accessibility across diverse teams and context, including digital communication channels.
- **Creating Safe and Inclusive Spaces Through Verbal and Non-Verbal Communication** – How tone, body language, and non-verbal cues influence perceptions of safety and inclusion.
- **Engines of Change** – The Role of ERGs and Their Sponsors: exploring the strategic value of Employee Resource Groups (ERGs) and their leadership in advancing diversity, equity, and inclusion.

### Day 4: Implementing D&I Initiatives

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- **Inclusive Hiring Practices** – Crafting bias-free job descriptions, expanding outreach, and conducting equitable interviews.
- **Developing & Retaining Diverse Talent** – Implementing mentorship programs, equitable performance reviews, and workplace policies.
- **Long-Term Inclusion Strategies** – How to create sustainable and meaningful D&I initiatives within an organization.

### Day 5: Sustaining and Evaluating Inclusive Impact

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- **Developing a D&I Strategy** – Key steps for assessment, goal setting, and action planning.
- **Promoting D&I Across the Organization** – Effective communication techniques to engage employees and leadership.
- **Measuring & Reporting D&I Progress** – Identifying key metrics, tracking methods, and best practices for reporting impact.

## 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 practitioners** committed to ethical, inclusive workplaces and responsible use of AI

# 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 **26 September 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

International Labour Standards, Rights at Work and Gender Equality (ILSGEN)  
Viale Maestri del Lavoro, 10  
10127 Turin – Italy

gend@itcilo.org  
www.itcilo.org

**COURSE CODE: A9018021**