



Diversity Ambassador Certification

Create Confident Diversity Ambassadors within your organisation

Our acclaimed Diversity Ambassador Certification training has one outcome: employees who are confident in every aspect of diversity.

Taught in 10 weekly 1.5 hour classes in a lunch-and-learn style, your employees will be trained by 10 different experts, all of whom have lived experience - as well as expertise - in their areas.

Covering:

- Neurodiversity
- Race & Ethnicity
- Religion & Beliefs
- Disability & Chronic illness
- Social Mobility
- Hiring Inclusively
- LGBTQIA+
- Gender Identity
- Age and Ageism
- Sex & Gender Equality

I have been really impressed

"Such an insightful and engaging group of workshops - I've really learnt so much that I will be taking forward in both my personal and professional life. I have been really impressed with the programme. Each session has been a really safe space to think through sometimes challenging and difficult topics, so thank you for that too!"

Sarah - 2023 Diversity Ambassador



I would recommend this training to anyone

"I consider myself pretty well versed on the myriad of DE&I topics. That being said, a lot of topics I have only really read into, without having the opportunity to discuss or question those very people of which the topics are about. It was an enlightening experience hearing things first hand.

I've personally found the experience very valuable and would recommend the training to anyone."

Adam - 2023 Diversity Ambassador

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Your Diversity Ambassadors will learn:

Recruiting Inclusively: Everything you need to know about finding, appealing to & hiring diverse talent.

Disability & Chronic Illness: Rethinking disability, illness and the limits placed on these communities.

Religious Inclusion: The importance of religion to your peers and colleagues, and how to value it.

Sex & Gender Equality: What you need to know about sex and gender equality today.

Talking About Race: How to have productive conversations about race, ethnicity and antiracism.

Neurodiversity: Introducing neurodiversity and how to attract and include neurodiverse talent.

Gender Diversity: What you need to know about gender identity - and how to talk about it.

LGBTQIA+ Acceptance: We're here, we're queer and all we want is your understanding.

Social Mobility: How to tackle Socio-economic status as a foundation level barrier.

Age Inclusivity and Ageism: Why age-inclusion is important socially and commercially.



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Class Schedule: All classes are on Thursdays 12 - 1:30pm (via Zoom)



Thursday	8	Feb	Hiring for Diversity
Thursday	15	Feb	LGBTQ+
Thursday	22	Feb	Disability & Chronic illness
Thursday	29	Feb	Religion and Beliefs
Thursday	7	Mar	Sexism
Thursday	14	Mar	Race and anti racism
Thursday	21	Mar	Age and anti ageism
Thursday	28	Mar	Gender Identity
Thursday	4	Apr	Neurodiversity
Thursday	11	May	Socio Economic Status

NB Dates and topics will remain the same but classes may change order between now and the course



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Inclusive Hiring

In this class you will learn:

- What's standing in the way of inclusive recruitment
- Inequality in the UK job market
- Why we don't see the barriers candidates face
- How bias and preference are influencing hiring outcomes
- Making recruitment inclusive – what to start doing
- How to attract & connect with underrepresented talent

Tangible takeaway: How to create an all-star inclusive hiring strategy

Meet the expert

Jo Major (she/ her)

Jo has a twenty-year plus career in the Recruitment Industry behind her. Her work has helped to grow businesses, schools, charities and enterprises, and has shaped the careers of some outstanding humans. Jo has developed strategic D&I, Social Mobility & CSR programmes that build cultures of inclusive recruitment, engage employees, attract underrepresented talent and make organisations better places to work and partner with.

This has been one of the most impactful courses I have ever taken.

I have always tried to be as unbiased and educated as I can on a range of EDI subjects but this course has given me something that I have not had before; the true and deep confidence to call myself an EDI ambassador.

Jess - 2023 Diversity Ambassador





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LGBTQIA+ Acceptance

In this class you will learn:

- Alphabet spaghetti or LGBTQIA+ ? It's not a mouthful, it's history! What does it all mean?
- Queer highs, lows and achievements: LGBTQIA+ in the news, and what you need to know.
- Intersectionality and LGBTQIA+ language and terminology - "Can I still say this?"
- Accepting differences: Rules, regulations and politics.
- Active inclusivity: How you can create an accepting environment and be a good ally.

Tangible takeaway: You as an inclusive, knowledgeable, LGBTQIA+ ally, every day.

Meet the expert

Ian Timbrell (he/him)

Ian is a gay, neurodivergent educator who has lived experience of how not supporting diverse groups can have a significant effect on the mental health of individuals. He is a passionate advocate of using education to make our world a more tolerant and accepting place. Ian will help you consider your existing viewpoints, challenge your thinking, leave you with a greater appreciation of how we can all contribute to improved harmony and understanding - and laugh and enjoy the journey that we are going on together.

I highly recommend this training to anyone

"Every class was very well presented; the experts truly offered masterclasses on each topic. I highly recommend this training to anyone – whether they work in the DEI space or want to become allies and advocates.

Dorie - 2023 Diversity Ambassador





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Disability and Chronic Illness

In this class you will learn:

- The two main models of disability and how they influence our perception of disability.
- The language of disability and chronic illness
- The vital importance of closing the disability employment gap
- Accessible platforms for disabled activism and how to make digital resources more accessible
- Simple no and low-cost changes employers can make today.

Tangible takeaway: Your framework for being a disabled ally

Meet the expert

Daniel Biddle (He/ Him)

Daniel Biddle was a fit and healthy man before he found himself standing next to a suicide bomber on a London Underground train. Daniel miraculously survived and woke up to a new life as a disabled man. Daniel set up a consultancy, working with top brands to address and improve accessibility and inclusion. Daniel uses his experience and to inspire others to build their own resilience and determination to conquer their own personal challenges.

Eye-opening!

"It was particularly interesting to understand where biases can come from, what privilege is and how certain privileges may inherently favour some people over others - the statistics covered in the sessions were eye-opening!"

Miko - 2023 Diversity Ambassador





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Religious Inclusion

In this class you will learn:

- What's in it for you? – the benefits of religious inclusion.
- Why having religious sensitivity in the workplace is crucial for inclusion and belonging.
- How our views of religion and belief are impacted by bias – with a focus on Islamophobia
- Intersectionality – a personal account.
- Identifying and removing the barriers to religious inclusion in the workplace and beyond.

Tangible takeaway: Your religious inclusion checklist with practical, easy to implement steps to improve belonging for all.

Meet the expert

Suraiya Rasheed (She/ her)

Suraiya Rasheed has over 15 years of experience in delivering world-class inclusive talent management solutions. Her expertise in business psychology, change management and, inclusion, enable quick identification of potential areas of bias and impactful solutions to make every step of the employee life cycle more inclusive. Suraiya has a reputation for speaking out, speaking honestly, and driving to improve the working environment for all.

Since doing this course, I have developed a real passion to do as much as I can to make institutions, activities, events, as well as life more broadly, accessible, inclusive and enjoyable. Before this course I didn't really know how to go about doing that, but having taken this course I now have the awareness, understanding and the tools to be able to make this happen now and as I move on to the next stage in my career.

Sadie - 2023 Diversity Ambassador





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Sex and Gender Equality

In this class you will learn:

- Sex and gender: the Intersectional Feminist perspective.
- The reality of the problem and the science and the studies behind it.
- Examples of unconscious bias, the effect it has and what we can do about it.
- Exploring stereotypes and bias throughout life and what we can do to break the cycle.
- What is patriarchy? What is privilege? and why are we so uncomfortable with these terms?
- How feminism affects everyone, including boys and men.
- Your responsibilities as an organisation and how we all benefit from equality.

Tangible takeaway: Your tools to move towards a more fair, diverse and equitable reality.

Meet the expert

Virginia Mendez (She/ her)

Virginia is the author of "Childhood Unlimited: Parenting beyond the gender bias", she's a public speaker and runs an ethical business focussed on Feminism. Not that long ago Virginia refused to identify as a feminist yet today she's co-founder of The Feminist Shop...she too has been on a journey. Her vision of creating an impactful ethical business has won her many awards including Top 100 UK f:Entrepreneur 2020.

As a man I took away a lot especially relating to gender differences (e.g. treatment in the workplace) and awareness about the different types of biases and discrimination...it has really opened my eyes. Exploring the day to day challenges that women can face has made me realise how the urgent need is for more work to be done - and whose responsibility that is - which was something I needed to hear.

Jeremy - 2023 Diversity Ambassador





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Talking About Race

In this class you will learn:

- Why being able to discuss race in the workplace and beyond is vital.
- What privilege is - exploring what privileges you and others may hold.
- All about race descriptors - terms associated with different races and what's OK to say.
- Supporting your racially diverse workforce through race-related news events
- Busting unconscious race and ethnicity biases.
- Authenticity and covering; what do they mean - for individuals and workplaces.

Tangible takeaway: Your privilege checklist and how to help others find theirs.

Meet the expert

Dawn Morton-Young (She/ her)

Dawn is an Executive Coach to underrepresented leaders and an EDI consultant, speaker and trainer. Dawn has worked in the people space for over 13 years, her passion for equity in the workplace, and goal to contribute to greater diversity in C-suite roles, led her to concentrate her NLP based coaching practice on leaders who are underrepresented in the workplace through gender, race, disability or orientation, supporting them to achieve board level roles.

As a leader I get it now.

As a leader I now truly understand how a sense of belonging is crucial for wellbeing, and a company/institutional culture that is inclusive will enable people to feel safe and confident that they can be themselves without fear of discrimination.

I get it now in a way that I just didn't before.

Lorenzo - 2023 Diversity Ambassador





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Gender Identity & Diversity

In this class you will learn:

- .Acceptance without Understanding
- All the elements that make up gender - and how it relates to sex
- Elements of gender and how they can show up
- Different gender identities & the language associated with them
- Organisational Definitions
- Allyship

Tangible takeaway: Gender Acceptance without Understanding

Meet the expert

Cynthia Fortlage (She/ her)

It is much harder being an executive as a woman than as a man. Cynthia knows; she's been both! At the age of 50 and at the peak of her professional success, Cynthia transitioned on the job. In her class, Cynthia shares her story, what she learned along the way, and shares vital information on how to be more diverse and inclusive, based on her trademarked philosophy of Acceptance without Understanding™.

I have had extremely valuable take-aways from each of the sessions: understanding the prevalence of sexism; which language should and shouldn't be used - and frankly just understanding what all the different terminology (from person-first language, to each of the letters in LGBTQIA+, to the difference between 'Neurodiversity' and 'Neurodivergent') means

Sky-Lindsay - 2023 Diversity Ambassador





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Neurodiversity

In this class you will learn:

- What neurodiversity is, and the diversity within it.
- Terms and 'conditions': How to talk about neurodiversity.
- What neurotypical privilege is and how to overcome it.
- What the neurodivergent talent pool needs from you.
- How to socially include neurodivergent peers and colleagues
- What are accommodations and why are they necessary?

Tangible takeaway: Crafting your neurodiversity inclusion manifesto.

Meet the expert

Catrina Lowri (She/her)

With a masters in Autism and neurodivergent herself, Catrina has taught and supported inclusion for neurodivergent children and young people for over 20 years. Catrina's passionate about inclusion and continually researches ways to promote it. Catrina talks openly about her own neurodiversity and draws on her own experiences to offer support and insight both to those with similar needs to her own and to those who are looking to understand them.

It's been such an incredible series

"I have thoroughly enjoyed the training. I have learned so much and I had so many ah-ha moments.

Thank you again. It's been such an incredible series."

Eh-den - 2023 Diversity Ambassador





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Accelerating Social Mobility in the Workplace

In this class you will learn:

- What is meant by social mobility and socio-economic background and how it impacts individuals.
- Why improved social mobility is important for organisations of all sizes.
- How our unconscious biases can influence equality of opportunity.
- How to hire and inspire employees in an inclusive way and remove barriers to accessing and progressing in your organisation.
- Why making a difference does not need to involve a large ED&I team or budget.

Tangible takeaway: Each attendee will create a personalised action plan that outlines specific steps they can take within their organisations to accelerate social mobility. This plan will serve as a roadmap for positive progress.

Meet the expert

Alice Kinder (she/ her)

Alice is an employment lawyer who is well-known for her thought leadership on social mobility. She is a national Social Mobility Ambassador for the Law Society of England and Wales and her perspectives have been published in The Times and The Gazette. Alice is also part of a working group reviewing the position of socio-economic background in the Equality Act which featured in a recent BBC documentary “How to Crack the Class Ceiling”.

Massively enlightening

"It has been a massively enlightening course and I've really enjoyed all the sessions. What has been the most valuable for me is to have learnt from people with lived experience of the issues they are discussing. All the teachers have been excellent."

Richard - 2023 Diversity Ambassador



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Age Inclusion and multi-generational teams

In this class you will learn:

- Why age-inclusion is important socially and commercially.
- Myth busting - exposing some of the myths around age in the work place.
- It's not just about older workers; understanding how each generation in the workplace (up to five) can work most effectively together.
- Unconscious Age Bias and how to be more conscious.
- What's important to older people (and other age groups).
- Essential 'How to' improve age inclusion in the workplace.

Tangible takeaway: Creating your age inclusion manifesto.

Meet the expert

Mike Mansfield (He/ Him)

Mike is the CEO of ProAge, a UK charity dedicated to creating age-inclusive workplaces and high-performing multigenerational teams.. Mike is a seasoned thought leader on the topics of longevity, age-inclusion and multigenerational workplaces. Mike's focus is on creating sustainable solutions that are inclusive of vulnerable groups where no one is left behind. Mike is based in Amsterdam and is originally from Dublin, Ireland.

Thank you, Thank you, Thank you!

"My eyes have been opened and my mindset widened by this amazing course. All speakers were so engaging and passionate. Being able to ask questions without fear of judgement was great. It will be strange not logging in next week!"

Quasim - 2023 Diversity Ambassador





About Powered By Diversity

Financially Accessible EDI

DATA, TRAINING & CONSULTANCY

Powered By Diversity is our company name - and our mission. Our data platform houses the UK's most powerful diagnostic framework for Equity, Diversity and Inclusion (EDI) and allows all organisations to quickly and efficiently find and diagnose their gaps.

Our recommendations, Library of content, our Diversity Ambassador Certification training and Cultural Calendar Club are all powered by our collective of over 400 EDI subject matter experts, helping you to close each and every EDI gap you find.



We're trusted by...

