XCELERATE TRAINING INSTITUTE

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DIVERSITY, EQUITY, AND INCLUSION (DEI)

Measuring DEI: Metrics, Data and Reporting Training Course

Turning Diversity and Inclusion Goals into Measurable Results

DURATION	LANGUAGE	FORMAT	COURSE CODE
3 days	English or Arabic	Classroom / Online	DEI-109

Upcoming dates

Dates	Venue	Format	Fee
11 – 13 Jan 2027	Cairo	Classroom	€2,400
1 – 3 Mar 2027	Live online	Online (live)	€900
19 – 21 Apr 2027	Casablanca	Classroom	€2,400
26 – 28 Jul 2027	Dubai	Classroom	€2,600
13 – 15 Sep 2027	Live online	Online (live)	€900
4 – 6 Oct 2027	Geneva	Classroom	€3,200

Register or ask a question

Online: x8ti.com/course/measuring-dei-metrics-data-and-reporting-training-co…

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Measuring DEI: Metrics, Data and Reporting Training Course

Introduction

What gets measured gets managed. Without reliable data, diversity and inclusion efforts are difficult to prioritise, evaluate or report to leaders, investors and regulators.

This course shows HR and DEI professionals how to choose meaningful metrics, collect and protect data responsibly, analyse representation, pay and inclusion, and report progress in a clear, credible way.

Learning Objectives

By the end of this course, participants will be able to:

- Select meaningful DEI metrics
- Collect diversity data ethically and lawfully
- Analyse representation, hiring, promotion and pay
- Measure inclusion through surveys
- Build DEI dashboards
- Report progress internally and externally

Training Methodology

This course combines short expert presentations with practical exercises, case studies from the Gulf and international organisations, group discussions and work with real templates and tools. Participants are encouraged to bring examples from their own work so that the learning can be applied immediately.

Participants analyse sample workforce datasets and design a DEI dashboard.

Benefits for Your Organisation

- Evidence-based DEI decisions
- Credible reporting to leaders and stakeholders
- Early identification of gaps
- Better return on DEI investment

Benefits for You

- Practical DEI analytics skills
- Dashboard templates
- Understanding of data protection rules
- Ability to report with confidence

Who Should Attend

This course is designed for:

- DEI and HR analytics professionals

- HR business partners
- Sustainability and ESG reporting teams
- People analytics specialists
- HR leaders

Course Outline

Day 1: Choosing Metrics

- Why measure DEI
- Representation, flow and outcome metrics
- Inclusion and belonging measures
- Setting baselines and targets
- Data privacy and consent

Day 2: Analysis

- Hiring and promotion analysis
- Pay equity analysis
- Inclusion surveys
- Turnover and engagement by group
- Interpreting results

Day 3: Reporting

- DEI dashboards
- Reporting to leadership
- DEI in ESG and sustainability reports
- Communicating progress
- Action plan

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Registration Form

Measuring DEI: Metrics, Data and Reporting Training Course

Preferred dates: ..... Venue or online: .....

Duration: 3 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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Register online
Open the course page