



Pakistan Society for  
Training & Development

# PSTD DE&I TRAINING PROGRAM

Diversity, Equity, and Inclusion, or DE&I broadly outlines the efforts an institution takes to create a more welcoming environment. DE&I training is crucial to building a safe and equitable workspace for all employees. It has the potential to help an organization uncover hidden biases and address unfair hiring and development practices. It can also benefit company culture, boost growth potential and change the lives of your marginalized employees.

## Types of DE&I interventions

- Half-day awareness sessions
- Full day training sessions
- Game-based experiential session
- Panel discussion with industry experts

## Session Outline:

- Organizational Diversity DNA
- Diversity-Organizational Fault lines
- Organizational I Diversity Outlook
- Soft Challenges in Diversity
- Inclusion - Strategies & Implementation
- Solution Design
- Solution Modelling
- Solution Implementation
- Solution Review & Feedback

## How Board Game Work

### Diversity & Inclusion

#### Training Methodology:

This Board Game Training Program revolves around an interesting, simulated case study of an organization where growth, creativity and decision making is regressing due to poor identification and understanding of organization diversity fault lines and a non-inclusive culture.

#### Diversity Challenges:

Identifications and quantification of diversity challenges through root cause analysis, types and nature and its location.

#### Soft & Hard Challenges:

A deep dive in how soft and hard challenges are impacting the organization in terms of intensity and impact.

#### Solution Modelling:

Comprehensive solution model will be designed incorporating organizational culture, rules, norms, policies and procedures.



#### Identify Fault Lines:

Based on business simulation, teams understand company diversity dynamics, challenges & problems and divides.

#### Organizational Divide:

Identification of multiple divides within organization created by default as a result of diverse organizational structure.

#### Solution Design:

A step by step activity to handle one challenge at a time and integrating it with comprehensive

#### Implementation Review:

To ensure effectiveness, a comprehensive implementation road map will be developed to ensure grafting of fault lines to avoid mishaps in future.

To learn more about **Diversity, Equity, and Inclusion** trainings

in Karachi, contact:

**Urooj Khan**

urooj.khan@pstd.com.pk  
+92334 7783444

**Muhammad Usama Habib**

usama.habib@pstd.com.pk  
+92332 7783222

For trainings in Lahore, contact:

**Bushra Umair**

Bushra.umair@pstd.com.pk  
+92 333 2406753