



Equality &
Diversity UK

EDI Changemakers Training Course

Designing, Planning, and Delivering Effective EDI Training and Initiatives

This advanced course is tailored specifically for individuals who have already completed our Train the Trainer, EDI Champions courses, or are EDI Leaders and are actively engaged in supporting their organisations to embed EDI into everyday practice.

This course is not just about words; it's about action. We aim to empower delegates to design, plan, and deliver impactful EDI initiatives that are proactive, inclusive, and transformative.

The course will challenge participants to consider and integrate critical concepts such as **intersectionality, power, privilege, mentoring, and mediation** into their EDI strategies. Building on the foundational FREDDIE principles, this course will equip you with the tools and approaches needed to create meaningful change within your organisations.

Course Overview

The EDI Change Marker course is an interactive, one-day programme designed to provide advanced EDI practitioners with the skills and knowledge necessary to take their training and organisational initiatives to the next level.

Participants will engage in a series of interactive sessions that focus on practical application, critical reflection, and collaborative learning.

Pre-requisites

This course is intended for those who have already completed one of EDUK's advanced courses: Train the Trainer or EDI Champions. It is also ideal for EDI leads who are currently supporting their organisations in embedding EDI into everyday practice.

This course represents an exciting opportunity for EDI practitioners to deepen their expertise and drive meaningful change within the organisations they deliver to or within their own organisations, taking a people-centred approach.

We look forward to welcoming you and supporting you on your journey to becoming a more effective, resourceful impactful EDI leader.

☐ Course Aims

This course aims to:

- empower EDI trainers, champions, and leads to design, plan, and deliver EDI initiatives that are deeply rooted in action and impact.
- provide participants with advanced strategies for addressing power, privilege and intersectionality.
- explore how to tackle resistance and conflict through mentoring and mediation strategies
- foster a deeper understanding of how the FREDDIE principles can be applied to enhance EDI practices within organisations.
- equip delegates with the tools to manage and engage with a diverse range of participants.

☐ Proposed Outcomes

By the end of the session delegates will be able to:

- **Design and Plan:** Create comprehensive EDI training and initiatives that are informed by an understanding of power dynamics, privilege, and intersectionality.
- **Deliver with Impact:** Execute training sessions and initiatives that are engaging, inclusive, and responsive to the needs and attitudes of various delegate types.
- **Integrate Mentoring and Mediation:** Incorporate mentoring and mediation strategies to support ongoing EDI development and conflict resolution within their sessions.
- **Apply FREDDIE Principles:** support delegates on their courses to embed the FREDDIE principles into their EDI work to foster an environment of fairness, respect, equality, diversity, dignity, inclusion, and engagement.

☐ Course Content

The EDI Change Maker course will cover the following key topics:

- **Understanding and Addressing Power and Privilege:** Exploring how power dynamics and privilege impact EDI work and learning how to address these issues effectively in training and organisational contexts.
- **Intersectionality in Practice:** Integrating an intersectional approach into EDI initiatives to ensure that all aspects of identity are considered and valued.
- **Mentoring and Mediation:** Developing skills in mentoring and mediation to support/challenge individuals fostering a more inclusive and supportive course/workshop culture.
- **The FREDDIE Principles:** Deepening your understanding of the FREDDIE principles and learning how to apply them practically to enhance your EDI design, planning and delivery. (safe spaces for learning/delivery for all)
- **Engaging Diverse Delegate:** Strategies for effectively engaging with the intersectional needs of delegates ensuring that your EDI training and initiatives are impactful and transformative.

☐ Cost

Please see our Costs and Agreement (www.eduk.uk/docs/eduk-costs-and-agreement.pdf)