Datastat Research
Building Capacity in Training and Research

DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

TRADE UNIONS

Workplace Fairness and Equity Practices Training Course

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

DURATION
10 Days Practical Hands-on

DELIVERY MODES
In-Person Class & Live Virtual

CERTIFICATION
Accredited Certificate of Completion

INTAKES / DATES
Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 25, 2026

Academic & Professional Training Year: 2026

DATASTAT TRAINING INSTITUTE

P.O. Box 102802-00101, Nairobi, Kenya

Training Centers: Nairobi • Mombasa • Kigali • Dubai • Live Virtual Academy

Tel: +254 724 527 104 | +254 734 969 612

Email: training@datastatresearch.org

www.datastatresearch.org

Workplace Fairness and Equity Practices Training Course

Trade Unions • 10 Days Intensive • Accredited Certification

Course Overview

Workplace Fairness and Equity Practices Training Course equips participants with practical tools to identify bias, design equitable systems, and implement inclusive workplace policies.

Key Skills & Software Tools Covered

Fairness auditing • Equity analysis • Policy evaluation • Inclusion practices

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
7 Dec 2026 – 18 Dec 2026	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Dec 2026 – 18 Dec 2026	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
4 Jan 2027 – 15 Jan 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**

18 Jan 2027 – 29 Jan 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
18 Jan 2027 – 29 Jan 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Feb 2027 – 12 Feb 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Feb 2027 – 26 Feb 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
1 Mar 2027 – 12 Mar 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**

15 Mar 2027 – 26 Mar 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
15 Mar 2027 – 26 Mar 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
29 Mar 2027 – 9 Apr 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
12 Apr 2027 – 23 Apr 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**

26 Apr 2027 – 7 May 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
26 Apr 2027 – 7 May 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
10 May 2027 – 21 May 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
24 May 2027 – 4 Jun 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
7 Jun 2027 – 18 Jun 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**

21 Jun 2027 – 2 Jul 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
21 Jun 2027 – 2 Jul 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
5 Jul 2027 – 16 Jul 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
19 Jul 2027 – 30 Jul 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
19 Jul 2027 – 30 Jul 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
19 Jul 2027 – 30 Jul 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
19 Jul 2027 – 30 Jul 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
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19 Jul 2027 – 30 Jul 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
19 Jul 2027 – 30 Jul 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**

2 Aug 2027 – 13 Aug 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
2 Aug 2027 – 13 Aug 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
16 Aug 2027 – 27 Aug 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
30 Aug 2027 – 10 Sep 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
13 Sep 2027 – 24 Sep 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**

27 Sep 2027 – 8 Oct 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
27 Sep 2027 – 8 Oct 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
11 Oct 2027 – 22 Oct 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
25 Oct 2027 – 5 Nov 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
8 Nov 2027 – 19 Nov 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**

8 Nov 2027 – 19 Nov 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
22 Nov 2027 – 3 Dec 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Nairobi	Classroom / 10d	**$3,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Kigali	Classroom / 10d	**$6,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Dubai	Classroom / 10d	**$10,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Cape Town	Classroom / 10d	**$9,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Addis Ababa	Classroom / 10d	**$6,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Singapore	Classroom / 10d	**$10,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Istanbul	Classroom / 10d	**$10,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Bangkok	Classroom / 10d	**$10,000 USD / KES 220,000**
6 Dec 2027 – 17 Dec 2027	Accra	Classroom / 10d	**$8,000 USD / KES 220,000**

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Workplace Fairness and Equity Practices Training Course

Introduction

Workplace fairness and equity have become critical pillars of modern organizational success, driven by rising expectations for diversity, inclusion, psychological safety, equal opportunity, and ethical leadership. Organizations that embed equity-driven workplace practices, unbiased decision-making, and inclusive culture frameworks experience higher employee engagement, reduced turnover, improved innovation, and stronger employer branding. In today's evolving global workforce, fairness is no longer optional it is a strategic necessity linked to ESG goals, corporate governance, talent retention, and social accountability.

Workplace Fairness and Equity Practices Training Course equips participants with practical tools to identify bias, design equitable systems, and implement inclusive workplace policies. It integrates real-world case studies, interactive simulations, and compliance-aligned frameworks to help organizations build a culture of transparency, fairness, accessibility, and inclusive leadership. Learners will gain actionable skills to transform workplace structures into equitable ecosystems that support diverse talent, equal pay principles, and ethical HR practices.

Course Duration

10 Days

Course Objectives

- Understand workplace equity, diversity, and inclusion (DEI) frameworks
- Identify and eliminate unconscious bias in recruitment and promotion
- Apply inclusive leadership strategies in team management

- Strengthen fair hiring and talent acquisition practices
- Implement equal pay and compensation equity analysis
- Develop anti-discrimination workplace policies
- Build psychological safety in teams and organizations
- Enhance cultural competence and cross-cultural communication
- Promote employee engagement through fairness-driven systems
- Design inclusive performance evaluation systems
- Strengthen ethical decision-making in HR and leadership
- Ensure compliance with global labor equity standards
- Drive organizational transformation through equity-based culture change

Target Audience

- HR Managers and HR Business Partners
- Organizational Leaders and Executives
- Team Leaders and Supervisors
- Diversity, Equity & Inclusion (DEI) Officers
- Recruitment and Talent Acquisition Specialists
- Compliance and Legal Officers
- Training and Development Professionals
- Public Sector and NGO Managers

Course Modules

Module 1: Foundations of Workplace Equity

- Definition of equity, equality, and fairness
- Evolution of workplace inclusion concepts
- Global DEI trends and frameworks
- Importance of equity in modern organizations
- Case Study: Gender equity transformation in global tech firms

Module 2: Unconscious Bias Awareness

- Types of unconscious bias
- Bias in hiring and promotions
- Behavioral triggers of bias
- Tools for bias identification
- Case Study: Recruitment bias in corporate hiring panels

Module 3: Inclusive Leadership

- Traits of inclusive leaders
- Decision-making without bias
- Building trust in diverse teams
- Leadership accountability systems
- Case Study: Inclusive leadership in multinational companies

Module 4: Fair Recruitment Practices

- Structured hiring systems
- Skills-based hiring approaches
- Bias-free interview techniques
- Employer branding for inclusivity
- Case Study: Fair hiring reform in public sector recruitment

Module 5: Pay Equity and Compensation Fairness

- Equal pay principles
- Salary benchmarking tools
- Gender pay gap analysis

- Transparent compensation systems
- Case Study: Pay equity audit in Fortune 500 companies

Module 6: Workplace Anti-Discrimination Policies

- Legal frameworks and compliance
- Types of workplace discrimination
- Reporting and grievance systems
- Policy enforcement mechanisms
- Case Study: Anti-discrimination policy overhaul in retail sector

Module 7: Psychological Safety at Work

- Definition and importance
- Encouraging open communication
- Managing fear-free workplaces
- Conflict resolution techniques
- Case Study: Google's Project Aristotle insights

Module 8: Diversity and Cultural Competence

- Understanding cultural intelligence
- Managing multicultural teams
- Cross-cultural communication skills
- Reducing cultural misunderstandings
- Case Study: Global team integration in consulting firms

Module 9: Performance Management Equity

- Objective evaluation frameworks
- Bias-free appraisal systems
- KPI fairness design
- Feedback standardization
- Case Study: Performance review transformation in banking sector

Module 10: Inclusive Workplace Communication

- Language sensitivity in workplaces
- Inclusive communication strategies
- Digital communication fairness
- Avoiding exclusionary language
- Case Study: Communication redesign in global IT firms

Module 11: Employee Engagement and Retention

- Equity-driven engagement strategies
- Recognition systems fairness
- Retention risk analysis
- Employee satisfaction measurement
- Case Study: High-retention inclusive workplace model

Module 12: Ethical HR and Governance

- HR ethics frameworks
- Corporate governance alignment
- Decision transparency
- Accountability systems
- Case Study: Ethical HR reform in public institutions

Module 13: Workplace Conflict Resolution

- Sources of workplace conflict
- Mediation strategies

- Fair disciplinary actions
- Emotional intelligence in conflict handling
- Case Study: Conflict resolution in unionized workplaces

Module 14: DEI Data Analytics

- Workforce demographic analysis
- Equity dashboards
- Data-driven decision-making
- Measuring inclusion KPIs
- Case Study: AI-driven DEI analytics in enterprises

Module 15: Building an Equity-Driven Culture

- Cultural transformation frameworks
- Long-term DEI strategy design
- Leadership accountability models
- Sustainability of equity programs
- Case Study: Organization-wide culture change success story

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@datastatresearch.org or call +254724527104

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you

Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/workplace-fairness-and-equity-practices-training-course to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.