

Certified Diversity, Equity, and Inclusion Professional (CDEIP)

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The Certified Diversity, Equity, and Inclusion Professional (CDEIP) certification focuses on developing the strategic and operational competencies needed to advance DEI initiatives across various sectors. The curriculum covers critical topics such as inclusive communication, cultural intelligence, equitable talent management, allyship, and leadership accountability. Participants will learn how to assess current diversity practices, design measurable inclusion programs, and create a culture of continuous equity improvement.

The certification is structured to provide both theoretical understanding and practical application, enabling professionals to confidently lead DEI programs, influence organizational policies, and engage stakeholders at all levels. The training modules are supported by case studies, global standards, and scenario-based learning that help bridge the gap between intention and action.

Upon successfully passing the certification exam, participants earn the CDEIP designation, validating their ability to create inclusive workplaces where diversity is celebrated, equity is practiced, and inclusion is embedded into every aspect of the organization's operations and leadership culture.

Target Audience

This certification is particularly suited for:

Human Resource Professionals aiming to embed inclusion and equity within recruitment, retention, and professional development practices.

DEI Managers, Officers, and Consultants responsible for shaping diversity strategies and implementing measurable inclusion programs.

Executives, Business Leaders, and People Managers who wish to foster collaboration, innovation, and belonging within their teams.

Educators, Trainers, and Coaches focused on building inclusive learning environments and developing cultural intelligence.

Public Sector, NGO, and Nonprofit Leaders committed to advancing social equity and community representation.

Whether you are beginning your DEI journey or leading organizational transformation.

What Modules are covered?

Module 1: Foundations of Diversity, Equity, and Inclusion

Understand the definitions and distinctions between diversity, equity, and inclusion.

Recognize the moral, social, and economic importance of DEI initiatives.

Identify global trends, legal frameworks, and best practices in DEI.

Examine the link between inclusive culture and organizational success.

Module 2: Unconscious Bias and Inclusive Mindset

Define unconscious bias and its impact on workplace culture and decision-making.

Explore strategies for reducing bias in recruitment, evaluation, and leadership.

Cultivate emotional intelligence and inclusive behaviors.

Build habits that support allyship and inclusive teamwork.

Module 3: Building Equitable and Inclusive Policies

Develop equitable HR, hiring, and compensation practices.

Design inclusive organizational policies that address systemic inequities.

Learn how to use data and analytics to assess equity gaps.

Build accountability frameworks for DEI governance and measurement.

Module 4: Inclusive Leadership and Organizational Culture

Understand the role of leadership in advancing DEI.

Foster inclusive decision-making and transparent communication.

Create and lead diverse, high-performing teams.

Embed inclusion into leadership development and performance frameworks.

Module 5: Communication, Cultural Intelligence, and Global Inclusion

Build cultural intelligence (CQ) for navigating cross-cultural interactions.

Communicate inclusively across differences in identity, culture, and background.

Manage multicultural teams with sensitivity and respect.

Promote inclusive branding and external communications that reflect DEI values.

Module 6: Measuring DEI Impact and Sustaining Change

Identify KPIs and success metrics for DEI programs.

Conduct DEI audits and analyze data-driven insights.

Develop long-term DEI strategies with stakeholder alignment.

Sustain inclusive practices through continuous improvement and leadership engagement.