

Reimagining DEI Leadership Programme

2025

Lead with Impact, Influence with
Insight, and stay ahead of the market



Enabling the next generation of diverse influencers and system-changers

A cross industry partnership Black Talent & Leadership in STEM and Homerton Changemakers, Homerton College, University of Cambridge



As organizations navigate an increasingly polarized social and political climate, Diversity, Equity, and Inclusion (DEI) strategies have come under intense scrutiny. Misconceptions and misrepresentations have fuelled the growing backlash, leaving many leaders questioning how to approach DEI effectively while balancing business imperatives and societal expectations. In response, some organizations have scaled back their efforts, treating DEI as optional or superficial.

While this retreat may seem to simplify operations, the hidden costs are profound: from reduced productivity to a widening skills gap and disengagement, particularly from early career colleagues. Truly equitable and diverse teams are better for innovation, performance, and competitive advantage. And empowering diverse early career talent is crucial if organisations are to avoid the reputational damage, opportunity loss and decrease in competitiveness that non-diversity brings.

Through a curriculum designed around proven theories, real world insights, and expert teaching methods, participants will:

- Enhance their personal impact in challenging contexts working from DEI principles
- Learn how to build positive organisational effectiveness
- Develop skills for influencing from wherever they are, no matter title or role
- Learn how to embed DEI into day-to-day operations
- Weave confidence, clarity and compassion into the challenges of business performance and innovation
- Develop practical tools for leading and delivering impact with and within a diverse team

The programme will run over **6 weeks**, from w/c June 9th to July 18th, with an additional consolidation workshop in September.

Duration: approx. **35 hours** including workshops, preparatory reading, reflective exercises, and peer group coaching

Consortium members will receive two free places included within the partnership fee

Interested in becoming a Consortium Partner, [complete the form here.](#)

Who is this Programme For ?



This programme is for **emerging leaders across STEM functional areas** ready to enhance their personal impact, effectiveness and influence built on DEI principles.

Emerging leaders include people new to managing teams and people poised to step into a leadership role for the first time.

Participants are expected to come with a readiness to learn; a curiosity about their own experience, world view and assumptions; and a capacity to work with others in a group setting online.

Enrol yourself and/or your team and learn with peers



The Reimagining DEI Leadership programme equips people to lead and influence for diversity; to lead and influence diverse teams; and to build productive, innovative cultures built around the principles of Reimagining DEI.

What you will learn?

The Reimagining DEI Leadership virtual programme is an intensive & multidisciplinary experience, helping participants build a toolkit for making positive change: with purpose, courage, knowledge and ambition.



Core Areas

- Self-awareness for authenticity, resilience and influence
- Communicating with equity to build true diversity
- Harnessing the dynamics of networking
- Having difficult & strong conversations
- Techniques for influencing and leading
- Using systems-thinking for change
- Equity, diversity and inclusion: principles and practices
- Tools for high performance: deep listening and embodied awareness
- Empowering groups and being empowered in groups
- Peer coaching strategies

Cohort based learning – with like-minded early career leaders from diverse backgrounds from across STEM.



Diverse Perspectives and Experiences

- Understanding interconnectedness in the workplace and society
- Exploring different cultural perspectives and inclusive leadership techniques
- Learning through real-world case studies and peer group coaching




Leadership Techniques for Empowering Multicultural Diverse Teams

- Sessions modelling effective communication and facilitation
- Practicing techniques in peer-coaching groups
- Structured reflective practice based on day to day experiences



Timeline

Week	Activity
Pre-Sessions	Two assigned readings Self-reflection exercise
Week 1, June 9-13	FOUNDATIONS A one-day workshop, led by the Programme Convenor and invited faculty.
Week 2, June 16-20	PEER GROUP COACHING, tba by each group
Week 3, June 23-27	SELF-REFLECTIVE EXERCISE tba by each participant
Week 4, June 30-July 4	TOOLS I: A half-day workshop
Week 5, July 7-11	PEER GROUP COACHING, tba by each group
Week 6, July 14-18	TOOLS II: A half-day workshop
Summer	REFLECTIVE ENQUIRY EXERCISE tba by each participant
Follow Up workshop, w/c September 8	CONSOLIDATING THE LEARNING A half-day workshop

 **Programme Delivery Team:** The programme is convened by Dr Alison Wood, a Cambridge academic with 25 years experience building cross sector and interdisciplinary programmes, and currently Academic Director of Homerton Changemakers. The delivery will be led by Dr Wood and invited faculty.

How it works?



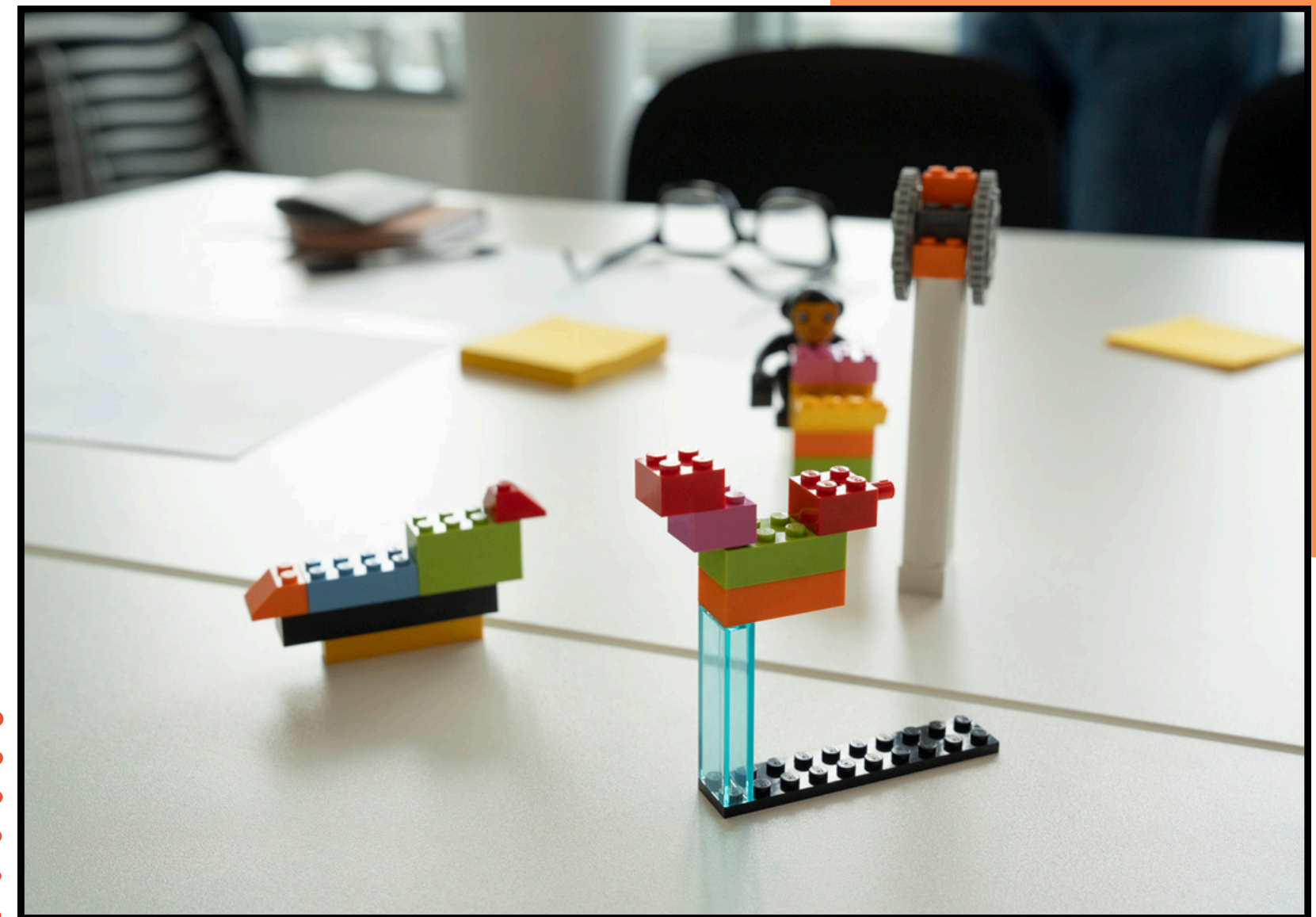
The programme is taught online, structured around workshops, self-reflection exercises, a reflective enquiry based on participants' professional practice, and peer-coaching. Workshops include plenary presentations, small group discussions, reflective tasks and practical exercises. Participants will also form peer-coaching circles for the duration of the programme. The experience will be supported by online resources accessed via the BTLs learning platform; and weekly prompts-for-thinking from the Changemakers Team

**Early Registrations is encouraged.
Apply early to secure your place**

Starts w/c 9 June 2025

Apply Now

[Registration Link](#)



Certification

Upon successful completion of the Reimagining DEI Leadership programme, participants will be awarded a digital certificate of attendance by Homerton Changemakers, Homerton College, University of Cambridge.

About the Reimagining DEI Leadership Programme partners



Black Talent & Leadership in STEM (BTLS) is a cross-industry partner initiative. Delivered in collaboration with CW (Cambridge Wireless), Homerton Changemakers, Homerton College, University of Cambridge and Synergy Solutions. The organisation brings together senior leaders from across STEM and other industries to urgently address the under representation of marginalised communities within the sector and in doing so, understand ways in which to alleviate some of the challenges relating to accessing technical skills, diverse talent and providing business sustainability. This forms part of the wider commitment to social mobility, job creation and representation, whilst addressing the industry's specific challenges relating to the deep tech digital skills gap. The learning from this programme can be effectively applied across all diverse groups and sectors.

Over the past year, BTLS has made significant strides in bridging the skill gap for early career talent from marginalised communities who are interested in pursuing STEM careers, we are also responding to industry requests to provide support in other skill areas within the sector. In addition to driving awareness of workplace barriers impacting the retention and progression of diverse groups whilst providing opportunities to share experiences and learn from industry peers through our carefully curated, high trust industry forums where leaders from industry can access resources and support specifically relating to DEI



University students get an amazing degree – **Homerton Changemakers** equips these students with skills and perspectives beyond their degrees to become wise change-agents amidst complexity, challenge and disruption. The programme is unique to Homerton and its approved partners, teaching students and the next generation the tools for 21st leadership and living and making a profound difference for good.

- 30,000 taught student hours
- 3,173 student attendance
- Over 200 network of world class leaders and supporters

[Registration Link](#)

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