



# COHESION COLLECTIVE

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## EMPLOYMENT EQUITY COMMITTEE TRAINING

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2019



Cohesion Collective (“CoCo”) is a specialised Equality, Diversity and Inclusions (“EDI”) Consulting and Training Firm.

We provide strategic consulting, assessment and training on all matters relating to EDI.

At CoCo, we pride ourselves on being at the cutting-edge of EDI theory, research, ideology and current affairs. We make it our business to constantly seek to expand our influence and networks to build a thriving EDI community that is able to support our clients’ journeys of transformation.

### OUR CLIENTS

Rand Merchant Bank | Standard Bank of South Africa | Clpla | Barclays Africa Group Limited | Webber Wentzel | Grant Thornton | Unilever | Hogan Lovells Inc | Cliffe Dekker Hofmeyr | Deloitte | First National Bank | Genesis Analytics | Neotel | Norton Rose Fulbright | Ogilvy | TBWA| SA Taxi | Royal Bafokeng Institute | Spoor & Fisher | SA Taxi | British American Tobacco | Motus Corporation ( formerly known as Imperial) | Baker & Mc Kenzie | Dalberg Consulting Group | Pegasys | Mc Kinsey Consulting | Multichoice | PSG Konsult | True North Partners | Werksmans | ENS Africa | Pegasys Consulting | SAP



## WHO SHOULD ATTEND?

Our Employment Equity Committee Training has been designed for all Employment Equity Committee members as nominated within an organisation as per the Employment Equity Act No. 55 of 1998.

## WHY IS THIS TRAINING IMPORTANT?

Employment Equity Committees play a vital role in holding organisations accountable to both their Employment Equity Plans, as well as their Equality, Diversity and Inclusion journeys. As such, it is imperative that these Committees are thoroughly trained on both their legislative mandate, as well as their important role as a conduit between staff and leadership as it relates to Equality, Diversity and Inclusion challenges that employees face.



## TRAINING OBJECTIVES

Our Employment Equity Committee training programme is a One Day training workshop that seeks to meet the following two objectives:

### Legislative Objectives

- *Understanding the Employment Equity Act*
- *Understanding the Employment Equity Plan Targets*
- *Understanding the legislative role of the Committee*
- *Drafting the Employment Equity Committee Constitution*
- *Assignment of Committee roles*

### Equality, Diversity & Inclusion Objectives

- *What is Equality, Diversity and Inclusion, really?*
- *Why it is important to our organisations?*
- *The role of the Committee in driving Inclusion*
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## TRAINING DETAILS

- Length: *One Day / 8 hours*
- Facilitators: *2 Lead Facilitators*
- Material: *All Material Provided*
- Venue: *Onsite or Offsite*
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