

Federal EEO Counseling Course

The purpose of this course is to help you learn what you need to know and acquire the skills you need to be successful as an EEO Counselor.

Group classes in Washington, DC and onsite training is available for this course.

For more information, email onsite@graduateschool.edu or visit: <https://www.graduateschool.edu/courses/federal-eeo-counseling>



CustomerRelations@graduateschool.edu •

[\(888\) 744-4723](tel:8887444723)

Course Outline

Module 1: DEIA and the Leader's Role

- Define diversity, equity, inclusion, and accessibility in the federal context
- Explore the importance of inclusive leadership in high-performing organizations
- Understand the impact of systemic inequities on workplace culture and trust
- Align DEIA efforts with organizational goals and leadership competencies

Module 2: Unconscious Bias and the Impacts of Exclusion

- Recognize common types of unconscious bias and how they manifest in the workplace
- Understand how microaggressions and bias affect employee engagement and performance
- Practice reframing techniques to challenge assumptions and promote inclusion
- Explore personal bias patterns through self-assessment and discussion

Module 3: Building Psychological Safety and Trust

- Define psychological safety and why it is essential for innovation and equity
- Identify behaviors that foster or inhibit trust across lines of difference
- Apply inclusive communication strategies and accountability tools
- Develop team norms that support open dialogue and respect

Module 4: Strategic DEIA Implementation

- Integrate DEIA into decision-making, performance management, and team leadership
- Use data and feedback to assess DEIA effectiveness and plan for improvement
- Identify barriers and resistance to DEIA, and strategies for overcoming them
- Create an actionable leadership commitment statement and DEIA roadmap