

Diversity, Equity and Inclusion Certificate Program

Learning Objectives

- Understand the Business Case for Diversity Equity and Inclusion
- Define Diversity, Equity, Inclusion and Belonging and Describe Their Influence on Our Day-to-Day Interactions and Decision-Making Processes
- Recognize the Manner in Which Culture Impacts Our Behaviors, Beliefs, Perceptions, and Responses to Others
- Understand the Relationship Between Emotional Intelligence and Diversity, Equity and Inclusion
- Understand the Impact of Culture on the Way We Communicate, Build Relationships, and Lead Teams
- Demonstrate the Ability to Engage in Difficult Conversations and Manage Conflict
- Develop Cross-Cultural Competencies and Messaging Skills That Move Us to Commitment and Action
- Develop a Workplace Vision and Plan That Embraces Diversity and Supports an Equitable and Inclusive Environment

Introduction to Diversity and Inclusion

- Establish a Common Language through Definitions
- Understand the Business Imperative for Diversity, Equity and Inclusion in the Workplace
- Reflect on the Multidimensional, Multicultural Aspects of Individual Identity

Bridging Communication Differences

- Describe the Importance of Flexing with Communication Style Preferences as an Inclusive Leader
- Explain Your Preferred Communication Style and Those of Others
- Recognize Obstacles That Ineffective Listening Can Cause
- Identify the Two Types of Micro-Messages and Recognize Microinequities

Emotional Intelligence and Diversity, Equity, and Inclusion

- Understand the Relationship Between Emotional Intelligence and Diversity, Equity and Inclusion
- Identify Strengths and Development Needs Using the Inclusive Leadership Assessment
- Develop a Skill for Facilitating Teams' Ability to Work Effectively Together
- Identify Intercultural Leaders' Challenges

Leading a Successful Multicultural Team

- Identify Strengths and Development Needs Using the Inclusive Leadership Assessment
- Develop Skills for Facilitating a Team's Ability to Work Effectively Together
- Identify Your Ideal Network to Accomplish Your Goals and Advance Your Career
- Identify Leadership Challenges

Conducting Difficult Conversations Successfully

- Use a Model to Hold Difficult Conversations
- Identify Characteristics of Debate, Discussion, and Dialogue
- Practice Dialogue in Conversations

Your Vision and Plan for an Inclusive Workplace

- Review the Seminar's Key Tools and Takeaways
- Create an Inclusive Vision for Your Workplace
- Build an Inclusive Leader Action Plan

Capstone: Practice and Application

- Put Into Practice Some of Your Instructional Learnings and Personal Insights from This Seminar
- Use Role Play to Simulate Real Situations and Interactions
- Receive Feedback to Incorporate into Your Inclusive Leadership Development Plan
- Observe Others' Role Plays and Provide Them with Thoughtful Feedback

Putting Your Plan into Action

- Distill What You've Learned from the Seminar Instruction, Activities, and Capstone.
- Finalize Your Inclusive Leader Action Plan