

LEADING WITH EQUITY, DIVERSITY, & INCLUSION CERTIFICATE



ONLINE



LEADING WITH EQUITY, DIVERSITY, & INCLUSION CERTIFICATE

This online certificate has been designed to challenge you and help you grow as a leader and individual. Understand the essentials to foster diversity and inclusion, which will lead to better business outcomes, innovation, and increased efficiency.

The Leading with Equity, Diversity, and Inclusion certificate highlights essential topics to help individuals understand and grow as leaders. This certificate will challenge you and the status quo of your organization. The information you will learn can be brought back to your company and implemented to create better processes for a more inclusive and psychologically safe environment. Become a transformational leader with the knowledge you'll gain and the mindset you'll achieve by better understanding your unconscious biases, diversity and inclusion fundamentals, leading across generational gaps, legal obligations as an employer, and evaluating high performance while considering diversity.

Topics Covered

- **Fundamentals of diversity and inclusion**
- **Creating psychologically safe working environments**
- **Generational gaps in the workplace**
- **Legal obligations**
- **Unconscious bias and its impact in hiring, training, and leading**
- **The racial crisis in America and its impacts on the workplace**
- **Measuring performance while considering how workplace diversity impacts those measurements**

I Need This Program Because:

- Foster a more inclusive and diverse environment for your employees
- Understand your legal right as an employer when implementing new diversity initiatives
- Identify your unconscious bias as a leader
- Understand the racial crisis in America and how it impacts the workplace
- Identify how diversity in a workforce can create higher performance

My Organization Needs This Program Because:

- Identify opportunities to implement diversity initiatives within your organization
- Understand your legal rights as an employee and how diversity initiatives impact you
- Become more mindful about your actions and how they affect others
- Understand the racial crisis in America and how it impacts the workplace



Leading With Equity, Diversity, and Inclusion Certificate Classes

Gain insight into how to implement diversity initiatives, create a psychologically safe environment, and walk away with research-backed strategies and skills to implement immediately in our following diversity and inclusion classes:

Diversity, Inclusion, and High Performance (Online)

Presenter | Bill Guillory, Ph.D.

We will introduce a performance model involving cognitive and functional skills essential for managing a diverse workforce.

Diversity Legal Requirements: Know Your Legal Rights and Duties (Online)

Presenting Faculty | Colee Pyne

Learn about anti-discrimination laws, affirmative action plans, hiring and termination policies, the history of diversity laws, and more. In this course, you will better understand how regulations are designed to prevent systematic discrimination.

Healing Systemic Inequality Through Allyship in the Workplace (Online)

Presenter | Nakeia Homer

Through self-reflection, opportunities for personal accountability, mindset-shifting exercises, and individual learning, this course will empower you to transform the culture, climate, and impact of your workplace.

Impact of Assumptions: Gender, Sexuality, and Work-Life Integration (Online)

Presenter | Claudia Geist, Ph.D.

You will leave the course with ideas of how work-family polices and work-life integration measures can be a part of your organization's commitment to justice, equity, and diversity.

Leading Across Generations: Understanding Diverse Generational Values (Online)

Presenting Faculty | Abe Bakhsheshy, Ph.D.

Understanding the differences of values between generational groups can help visionary leaders and supervisors build on the strengths of diversity and create an organizational culture that embraces coexistence, cooperation, and teamwork.

Leveraging Psychological Safety to Create a Growth-Mindset Organization (Online)

Presenting Faculty | Jennifer Cummings, Ph.D.

Learn how to cultivate a growth mindset organization that encourages candor, frequent feedback, and intelligent failure.

Managing Diversity and Inclusion: Developing a Systemic Organizational Model (Online)

Presenting Faculty | Kathryn Cañas, Ph.D.

You will experience an innovative process of creating systemic model of diversity management as you move beyond legal compliance to the empowerment of organizational members and the creation of a competitive advantage.

Rethink. Understanding Your Unconscious Bias. (Online)

Presenter | Sui Lang L. Panoke

Engage in earning activities and mind-strengthening exercises intended to ignite self-awareness and inspire self-reflection.

The Racial Crisis in America (Online)

Presenting Faculty | William Smith, Ph.D.

Hear community leader discuss the racial crisis in America, it's history, the current climate, and how it will progress.

THE ECCLES DIFFERENCE

The David Eccles School of Business enrolls about 6,000 students in its eight undergraduate majors, four MBAs, seven other specialized graduate programs, one Ph.D. program, and executive education curricula. It is also home to seven institutes and centers that support an ecosystem of entrepreneurship, technology, and innovation, including the Lassonde Entrepreneur Institute, Ken C. Gardner Policy Institute, Sorenson Impact Center, and more.

Our faculty members boast impressive professional and educational backgrounds and hold Ph.D.s from esteemed universities including the University of Pennsylvania's Wharton School, Northwestern University's Kellogg School, Harvard Business School, Stanford Graduate School of Business, and University of California at Berkeley's Haas School.

TAKE THE NEXT STEP

Telephone: (801) 587-7273

Email: ExecEd@Utah.edu

Website: ExecEd.Utah.Edu

Registration: Eccles.Secure.Force.com/ExecEdApplication

1731 E Campus Center Drive
Robert H. and Katharine B. Garff Building, GARFF 4340
Salt Lake City, Utah 84112

