LEADING CHANGE FOR A DIVERSE AND INCLUSIVE WORKPLACE CERTIFICATE

Using Data to Drive Diversity, Equity and Inclusion

Program description:

This course will be an overview of:

- Benefits of using data and metrics to assess DEI

- Types of company data and metrics to track for DEI

- Tools and technologies to analyze data and metrics

- Using metrics and data from recruiting, hiring, branding, and marketing to drive organizational change

- Steps to track program success

Learning objectives:

After completing this course, the learner should be able to:

- Describe the importance of using data and metrics to assess diversity, equity, and inclusion (DEI) in an organization

- Identify the types of company data and metrics to track for DEI efforts

- Recognize types of DEI tools and technologies used to analyze data and metrics

- Explain how to use metrics and data-driven insights to help inform a strategy to drive organizational change

- Discuss the steps to assess the current state, progress, and success of DEI programs

Instructional delivery methods/ course format:	On-Demand
Credit(s):	1.5
Field of study:	Personnel/Human Resources
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

Becker+

Coaching and Mentoring for Diverse Talent

Program description:

This course will be an overview of:

- The similarities and differences between coaching and mentoring for supporting and retaining diverse talent
- The benefits of using coaching and mentoring for supporting and retaining diverse talent
- The problems faced by employees in the absence of coaching and mentoring for diversity
- Coaching and mentoring strategies that help support and retain diverse talent
- How to apply various coaching and mentoring strategies to support and retain diverse talent

Learning objectives:

After completing this course, the learner should be able to:

- Identify the similarities and differences between coaching and mentoring in relation to diversity
- Recognize the benefits of coaching and mentoring for diverse talent
- Recognize coaching and mentoring strategies for diverse talent in real-world scenarios
- Apply practical coaching and mentoring strategies to recruit and retain diverse talent

Instructional delivery methods/ course format:	On-Demand
Credit(s):	1.5
Field of study:	Personnel/Human Resources
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

Becker+

Encouraging Allyship in Your Organization

Program description:

This course will be an overview of:

- Allyship and its role in a work environment

- Benefits of fostering and maintaining a culture of allyship

- Best practices for cultivating a culture of allyship

- The relationship between representation and allyship

Learning objectives:

After completing this course, the learner should be able to:

- Define allyship and its role within an organization

- Describe the benefits of allyship for all employees within an organization

- Identify key considerations for modeling and fostering a culture of allyship within an organization

- Describe the different forms allyship can take within an organization

- Recognize and identify common threats and obstacles to developing a culture of allyship

- Describe the relationship between allyship and representation

Instructional delivery methods/ course format:	On-Demand
Credit(s):	1.5
Field of study:	Personnel/Human Resources
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

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Role of Leaders in Successful Diversity, Equity and Inclusion Initiatives

Program description:

This course will be an overview of:

- The role of leaders in implementing successful DEI initiatives throughout an organization
- Specific tasks and strategies different levels of leadership should take to drive DEI
- The influence of leaders and employees on each other regarding DEI-related change
- Different scenarios for implementing DEI initiatives in a corporate setting

Learning objectives:

After completing this course, the learner should be able to:

- Define the importance of leadership in implementing a successful diversity, equity, and inclusion (DEI) program
- Identify the specific roles that different levels of leadership should fulfill to implement DEI initiatives
- Recognize the influence leaders and employees have on each other when driving DEI-related change
- Apply strategies for developing leadership traits to foster an inclusive work environment

Instructional delivery methods/ course format:	On-Demand
Credit(s):	1.5
Field of study:	Personnel/Human Resources
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

Becker+

Integrating Diversity, Equity, Belonging and Inclusion Into Your Business Strategy

Program description:

This course will be an overview of:

- Methods for assessing an organization's DEI needs

- Project management approaches and how to organize DEI integration

- Ways to integrate DEI into business operations, organizational culture, strategy, and the local community

Learning objectives:

After completing this course, the learner should be able to:

- Describe why diversity, equity, and inclusion (DEI) should be integrated into business strategy

- Describe two approaches for assessing an organization's DEI needs

- Identify ways to integrate DEI into the employee journey, business planning and operations, and the local community

- Recognize common challenges in implementing DEI

Instructional delivery methods/ course format:	On-Demand
Credit(s):	2
Field of study:	Personnel/Human Resources
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

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