

CULTIVATING A DIVERSE AND INCLUSIVE WORKPLACE FOUNDATIONAL CERTIFICATE

Strengthening Your Workforce Through Diversity

Program description:

This course will be an overview of:

- The benefits and challenges of increasing diversity in a corporate environment.
- Techniques companies can employ to increase the diversity of their workforce.
- The importance of inclusion to build and maintain a diverse workforce.
- The metrics companies should look to in order to judge the success of diversity policies.
- The resources available to businesses when creating and implementing diversity policies.

Learning objectives:

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

- Differentiate between diversity and inclusion.
- Identify the benefits and challenges of diversity in the corporate environment.
- Identify tactics to increase diversity in the workplace.
- Create a plan to increase diversity and inclusion in the workplace.
- Recognize when a diversity initiative is successful

Instructional delivery methods/ course format:	On-Demand
Credit(s):	2.5
Field of study:	Behavioral Ethics
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

Understanding Our Unconscious Bias

Program description:

This course will be an overview of:

- Unconscious or implicit bias
- The impact of unconscious bias on individuals, the workplace, and society
- The importance of identifying and changing unconscious bias
- Strategies for recognizing and changing unconscious bias in oneself and others

Learning objectives:

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

- Define unconscious bias and its impact on individuals, the workplace, and society.
- Recognize unconscious bias in oneself and others.
- Apply techniques to address and change unconscious bias.

Instructional delivery methods/ course format:	On-Demand
Credit(s):	2.5
Field of study:	Behavioral Ethics
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

Unintended Effects of Microaggressions in the Corporate Setting

Program description:

This course will be an overview of:

- Microaggressions in a corporate setting as expressions of bias
- Common examples of microaggressions in a corporate setting and their impact on individuals and groups
- Strategies to respond and react to microaggressions as a target, ally, bystander, or perpetrator

Learning objectives:

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

- Define microaggression
- Identify the effects of microaggressions
- Recognize microaggressions in oneself and others
- Apply strategies to prevent and respond to microaggressions

Instructional delivery methods/ course format:	On-Demand
Credit(s):	3
Field of study:	Behavioral Ethics
Prerequisites:	None
Knowledge level:	Basic
Advance preparation:	None

The Effects of Imposter Syndrome on Corporate Diversity

Program description:

This course will be an overview of:

- The cause and effects of imposter syndrome in the workplace
- The reasons why underrepresented identities are more strongly affected by imposter syndrome
- The ways that employees can individually limit the influence of imposter syndrome in their own careers
- The ways that employers can recognize and fight the negative effects of imposter syndrome on diversity in the workplace

Learning objectives:

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

- Define imposter syndrome and the five types of imposters
- Identify how the effects of imposter syndrome differ based on gender and ethnicity
- Identify the effects of imposter syndrome on a societal level
- Recognize how imposter syndrome affects diversity in corporate and academic institutions
- Recognize the ways that employers can combat the effects of imposter syndrome

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

Creating a Culture of Inclusion

Program description:

This course will be an overview of:

- The perceptions and beliefs around workplace culture and the core elements that influence how to manage and maintain it
- The importance of inclusivity and how to foster inclusion
- The elements needed to develop a diversity recruiting strategy
- The challenges of developing and retaining diverse talent and areas organizations should review to improve retention efforts

Learning objectives:

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

- Describe the importance of inclusion in the workplace and how it relates to equity and diversity
- Recognize barriers to fostering an inclusive culture in the workplace
- Understand the barriers for recruiting diverse talent and explore strategies for attracting diverse talent
- Identify techniques to develop, promote and retain diverse talent

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