




Diversity, Inclusion & Belonging for Leaders

Course Outline with Learning Objectives

Learner Audience: Institutional Leaders, Managers, Supervisors, Emerging Leaders

Module & Topics	Module Description	Learning Objectives
<p>Introduction</p> <p> Configurable Pages: 4</p> <ul style="list-style-type: none">• Welcome to the course• How the course works	<p>This module serves as an introduction to the content, setting the stage for learning by reinforcing the purpose of the course, providing important notes about language used and avenues for further support, and housing the pre-assessment and pre-survey, along with any customizable content.</p>	<p><i>Learners will be able to...</i></p> <ul style="list-style-type: none">• Identify the purpose for this course in creating a more diverse, inclusive, and equitable working environment
<p>Your Role as a Leader</p> <p> Configurable Pages: 2</p> <ul style="list-style-type: none">• Characteristics and practices of an inclusive leader• Learn skills to influence culture, policies, and procedures	<p>In this module, the learner explores the characteristics and practices of an inclusive leader. Leaders learn to cultivate a diverse, inclusive, and equitable environment of belonging in their role by influencing the culture, policies, and procedures of their work environment.</p>	<ul style="list-style-type: none">• Explain how biases can lead to inequitable treatment and a lack of diversity, equity, and inclusion• Identify the key talent management and other organizational processes that can be influenced by an

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<p>Building a Diverse Team</p> <p> Configurable Pages: 2</p> <ul style="list-style-type: none"> • Building a diverse team • Recruiting & hiring practices • Pay equity and equitable hiring practices 	<p>This module focuses on building a diverse team and environment of belonging. It shares common and not-so-common examples of recruiting & hiring practices that can support or undermine inclusion/equity as well as clarify culture add vs. culture fit. This module also addresses pay equity as one of many positive outcomes of equitable hiring practices within an organization.</p>	<p>intentional focus on cultivating an inclusive and equitable workplace</p> <ul style="list-style-type: none"> • Describe an inclusive and equitable faculty recruitment and talent acquisition process and how these processes can be influenced by an intentional focus on cultivating an inclusive and equitable workplace
<p>Leading an Inclusive Team</p> <p> Configurable Pages: 2</p> <ul style="list-style-type: none"> • Inclusive and equitable leadership strategies • Addressing microaggressions • Creating inclusive team practices 	<p>This module highlights strategies for inclusive and equitable leadership to foster an environment of belonging. Learners engage in scenario-based learning and build skills in addressing microaggressions and creating inclusive team practices.</p>	<ul style="list-style-type: none"> • Demonstrate ways to create inclusive individual and group interactions, including creating psychological safety • Demonstrate how to address acts of exclusionary behaviors, bias, and inequitable processes/policies

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<p>Equity, Performance, and Development</p> <p> Configurable Pages: 2</p> <ul style="list-style-type: none"> Equity and talent management The role of bias in feedback, development and advancement Promoting equity at work 	<p>This module focuses on equity as it relates to talent management and addresses the role that bias can play in feedback, development, and advancement decisions. Learners practice skills in realistic talent management scenarios and reflect on steps they can take after the course to promote equity and foster a work environment of belonging.</p>	<ul style="list-style-type: none"> Identify the key talent management processes that can be influenced by an intentional focus on cultivating an inclusive and equitable workplace Explain how biases and lack of awareness can lead to inequitable treatment and lack of diversity/inclusion Identify strategies for mitigating bias and promoting equity and inclusion in the talent management process
<p>Conclusion</p> <p> Configurable Pages: 4</p> <ul style="list-style-type: none"> Course conclusion Reinforcing course topics 	<p>This module concludes the Diversity, Inclusion, and Belonging for Leaders course, reinforcing the impact that leaders can have to instill a sense of belonging in their workplace environment. Learners create a personal action plan to put the inclusive leadership strategies learned into practice and continue to support equity and belonging after the course. This module also houses the post-assessment and post-course survey, as well as configurable content.</p>	<ul style="list-style-type: none"> Describe the impact that a leader can have on creating a diverse, equitable, and inclusive workplace Measure the behavioral and attitudinal shifts as a result of the course