

DIVERSITY, EQUITY, AND INCLUSION: BUILDING A DIVERSE WORKFORCE CERTIFICATE

Program Description

Diversity, equity, inclusion, and justice efforts are becoming increasingly important in every industry and organization. This push toward diversity encompasses more than just creating an inclusive climate for the employees that are already in your workplace; your organization's hiring process, from recruitment through to retention and employee success, is an opportunity to create a more inclusive and diverse workforce.

Approaching hiring with an inclusion-centered framework that mitigates bias can result in hiring more qualified people with marginalized identities across all roles in your organization and ensuring that those potential employees feel like they belong in your organization even before their first day at work. This certificate will explore the three stages of hiring — building talent pools, adopting selection practices, and onboarding for employee engagement — detailing methods of inclusion for each stage. By refocusing your hiring practices on inclusion, you can meet and exceed your organization's DEI goals then sustain them over time.

The courses in this certificate program are required to be completed in the order that they appear.

This program includes a year of free access to **Symposium!** These events feature a week of live, highly participatory virtual Zoom sessions with Cornell faculty and experts to explore today's most pressing diversity and inclusion topics, including equity, unconscious bias, psychological safety, inclusive leadership, and cross-cultural conversations. Symposium events are held several times throughout the year. Once enrolled in the course, Counteracting Unconscious Bias, you will receive information about upcoming events.

Throughout the year, you may participate in as many sessions as you wish. Attending Symposium sessions is not required to successfully complete the certificate program.

Key Takeaways

- Successfully build a more diverse talent pool
- Develop inclusive assessment and selection practices
- Sustain progress in hiring diverse candidates through effective onboarding and employee engagement
- Identify opportunities to track progress toward diversity and inclusion goals throughout the hiring process
- Mitigate bias across each area of the hiring process

What You'll Earn

- Diversity, Equity, and Inclusion: Building a Diverse Workforce Certificate from Cornell ILR School
- 40 Professional Development Hours (4.0 CEUs)
- 40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification

- 40 Credit hours towards HRCI recertification
- 36 Professional Development Units (PDUs) toward PMI recertification

Who Should Enroll

- Managers responsible for hiring decisions
- Employees involved with candidate sourcing, screening, assessment, and decision making
- Senior leaders and other individuals who oversee strategies, policies, and practices related to the workforce
- HR professionals
- Aspiring HR managers
- Recruiters

Total Investment

2 months to complete the courses.

How to Enroll

For more information and to enroll, please visit Diversity, Equity, and Inclusion: Building a Diverse Workforce Certificate (<https://ecornell.cornell.edu/certificates/human-resources/diversity-equity-and-inclusion-building-a-diverse-workforce/>).

Courses

Code	Title	Hours
eCornell ILR561	Building Diverse Talent Pools	0
eCornell ILR562	Adopting Inclusive Hiring Practices	0
eCornell ILR563	Promoting Inclusive Onboarding and Employee Success	0
eCornell ILRDI002	Counteracting Unconscious Bias	0