

# DIVERSITY, EQUITY, AND INCLUSION CERTIFICATE

## Program Description

An organization is only as good as its culture—and building that culture is not only a role for HR, it's every manager's and employee's responsibility. As today's headlines prove, an inclusive work environment is not just a nice-to-have, it can make or break a company. You can help make your organization a more supportive and engaging place to work by understanding the perceptual, institutional, and psychological processes that impact the ways people interact with each other. Starting with a look at employee engagement, then identifying interventions surrounding unconscious bias and specific diversity, equity, and inclusion strategies, this program is appropriate for anyone committed to going beyond mere compliance to build a truly aware and inclusive work culture.

For the best experience in this program it is recommended to take these courses in the order that they appear.

This program includes a year of free access to **Symposiums!** 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 your program, you will receive information about upcoming events.

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

## Key Takeaways

- Assess and improve employee engagement levels
- Enhance organizational culture in your team and company
- Recognize unconscious bias and how it affects the way that people perceive and react to others
- Understand the dimensions of diversity that matter most in organizations and why
- Assess stereotypes and prejudices that may influence behavior in work groups and learn methods to improve the psychological safety of all employees
- Examine strategies for implementing ethical standards

## What You'll Earn

- Diversity, Equity, and Inclusion Certificate from Cornell ILR School
- 40 Professional Development Hours (4 CEUs)
- 25 Professional Development Units (PDUs) toward PMI recertification
- 40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 40 Credit hours towards HRCI recertification

## Who Should Enroll

- Team managers and supervisors
- Executives responsible for strategic culture efforts
- Anyone interested in creating an inclusive and supportive culture that promotes equal opportunities and treatment of employees

## Total Investment

- 2 months to complete all the courses

## How To Enroll

For more information on how to enroll, please visit Diversity, Equity, and Inclusion (<https://ecornell.cornell.edu/certificates/leadership-and-strategic-management/diversity-equity-and-inclusion/>).

## Courses

Code	Title	Hours
eCornell ILRDI001	Improving Engagement	0
eCornell ILRDI002	Counteracting Unconscious Bias	0
eCornell ILRDI003	Diversity, Equity, and Inclusion at Work	0
eCornell ILRDI004	Fostering an Inclusive Climate	0