

# DIVERSITY, EQUITY, AND INCLUSION: DIALOGUE FOR CHANGE CERTIFICATE

## Program Description

Interested in developing skills for fostering inclusion, connection, and equity? Concerned about conflicts in the workplace and how to engage effectively across difference? Motivated to learn with others who are passionate about making sustainable change in their professional contexts?

In this certificate program, you will expand your exploration of diversity, equity, and inclusion in the workplace with a deep dive into four development areas: human connection, social identity, intergroup communication, and strategic change. Research shows that many factors either facilitate or hinder connection. Some of these factors include communication skills, difference in identity and lived experiences, as well as sociocultural and organizational norms. Through engaging online exercises and required live virtual sessions held on Zoom, you will explore interpersonal connection and disconnection in the workplace and practice effective skills for meaningful dialogue across difference. You will then move beyond the interpersonal sphere to explore institutional and structural dynamics, practicing skills for strategic change.

In addition to the online coursework, participation in weekly 90-minute live virtual dialogue sessions is required to successfully complete the courses Dialogue Across Difference and Strategic Influence. During these weekly sessions, led by trained facilitators from Cornell University's Intergroup Dialogue Project, you will pair up with classmates to share personal reflections and challenges, practice active listening techniques, provide generative feedback, and ask strategic-level questions to help develop positive solutions.

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

## Key Takeaways

- Examine human connection as well as disconnection
- Explore social identity
- Practice skills for intergroup dialogue
- Complete a course journal reflecting on key teachings
- Examine spheres of influence
- Explore privilege and allyship
- Participate in practice sessions led by trained Intergroup Dialogue facilitators
- Identify the dimensions of diversity that matter most in organizations and why
- Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others
- Identify interventions that will help override errors in judgment and decision making

## What You'll Earn

- Diversity, Equity, and Inclusion: Dialogue for Change Certificate from the Cornell ILR School
- 40 Professional Development Hours (4 CEUs)

- 10 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 10 Credit hours towards HRCI recertification
- 6 Professional Development Units (PDUs) toward PMI 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

2.5 months to complete the courses.

## How to Enroll

For more information and to enroll, please visit DEI: Dialogue for Change Certificate.

## Courses

Code	Title	Hours
eCornell ILRDI002	Counteracting Unconscious Bias	0
eCornell ILRDI005	Dialogue Across Difference	0
eCornell ILRDI006	Strategic Influence	0