

# DIVERSITY, EQUITY, AND INCLUSION FOR HR CERTIFICATE

## Program Description

An organization is only as good as its culture—and building that culture frequently begins with the HR department. Diversity, Equity, and inclusion have evolved from a focus on compliance to a strategic-level cultural effort with a demonstrated positive impact on a company's performance and business results. Today such a culture is much more than a legal or moral requirement; it's also a competitive advantage.

This specialized HR certificate program provides a deep foundation for you to identify, develop, and support HR initiatives for diversity and inclusion that can improve not only your organization's culture but its success.

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 sessions as you wish. Attending Symposium sessions is not required to successfully complete the certificate program.

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

## Key Takeaways

- Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others
- Assess the HR practices in place and whether they are likely to reduce the negative outcomes associated with unconscious bias
- Choose appropriate strategies for improving employee engagement and fostering greater inclusion at multiple levels of the organization
- Build awareness of the stereotypes and prejudices that may influence behavior in work groups and implement strategies to improve employee psychological safety
- Understand the dimensions of diversity that matter most in organizations and why

## What You'll Earn

- Diversity, Equity, and Inclusion for HR Certificate from Cornell ILR School
- 60 Professional Development Hours (6 CEUs)
- Up to 6-18 Professional Development Units (PDUs) toward PMI recertification
- 60 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 60 Credit hours towards HRCI recertification

## Who Should Enroll

- HR professionals

## Total Investment

- 3 months to complete all the courses

## How To Enroll

For more information on how to enroll, please visit Diversity, Equity, and Inclusion in HR Certificate (<https://ecornell.cornell.edu/certificates/human-resources/diversity-and-inclusion-for-hr/>).

Code	Title	Hours
<b>Core Courses</b>		
eCornell ILRHR521	Driving Engagement for HR	0
eCornell ILRHR527	Countering Bias in the Workplace for HR	0
eCornell ILRHR553	Diversity, Equity, and Inclusion in Practice for HR	0
eCornell ILRDI004	Fostering an Inclusive Climate	0
<b>Elective Courses</b>		
eCornell PTRYT100	Workplace Disability Inclusion	0
eCornell PTRYT106	Autism at Work	0
eCornell ILRHR528	Fostering a Coaching Culture	0
eCornell ILRSC521	Employment Law and Policy Issues	0