

Diversity and Inclusion Certificate

Improving Engagement (ILRDI001)

Examine the foundational drivers of engagement, explore the components of successful engagement initiatives and identify strategies for creating stronger engagement in teams.

- Apply the framework of engagement drivers to diagnose root causes of sub-optimal levels of engagement among employee groups and develop hypotheses about appropriate solutions
- Identify ways to take effective actions to improve engagement

Counteracting Unconscious Bias (ILRDI002)

In this course, you will examine the psychological processes that impact decision-making within organizations and identify how professionals can design better work practices and help to more effectively leverage the potential among employees.

- 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

Diversity and Inclusion at Work (ILRDI003)

This course provides an overview of the evolution of the management of diversity and inclusion and presents targeted and high-involvement diversity practices. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges.

- Assess the three sources of inclusion in a workplace (organizational, work group, and immediate supervisor)
- Describe methods to reduce prejudice and improve psychological safety in work groups

Fostering an Inclusive Climate (ILDRIO04)

You will examine the concept of climate, specifically inclusive climates, as well as learn about specific behaviors and skills you need to demonstrate in order to be successful in shaping an inclusive climate.

- Explore the dynamics of inclusive climates
- Examine strategies for enforcing ethical standards

