

# Diversity, Inclusion, & Belonging for Leaders

## Course Outline – Supervisors

Module	Learning Objectives	# of Configurable Pages
<b>Introduction</b>	<ul style="list-style-type: none"><li>Identify the purpose for this course in creating a more inclusive and equitable working environment.</li></ul>	4
<b>Your Role as a Leader</b>	<ul style="list-style-type: none"><li>Explain how biases can lead to inequitable treatment and a lack of diversity, equity, and inclusion.</li><li>Identify the key talent management and other organizational processes that can be influenced by an intentional focus on cultivating an inclusive and equitable workplace.</li></ul>	2
<b>Building a Diverse Team</b>	<ul style="list-style-type: none"><li>Describe an inclusive and equitable faculty recruitment and talent acquisition process and how these processes can be influenced by an intentional focus on cultivating an inclusive and equitable workplace.</li></ul>	2

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<b>Leading an Inclusive Team</b>	<ul style="list-style-type: none"><li>• Demonstrate ways to create inclusive individual and group interactions, including creating psychological safety.</li><li>• Demonstrate how to address acts of exclusionary behaviors, bias, and inequitable processes/policies.</li></ul>	2
<b>Equity, Performance, and Development</b>	<ul style="list-style-type: none"><li>• Identify the key talent management processes that can be influenced by an intentional focus on cultivating an inclusive and equitable workplace.</li><li>• Explain how biases and lack of awareness can lead to inequitable treatment and lack of diversity/inclusion.</li><li>• Identify strategies for mitigating bias and promoting equity and inclusion in the talent management process.</li></ul>	2
<b>Conclusion</b>	<ul style="list-style-type: none"><li>• Describe the impact that a leader can have on creating a diverse, equitable, and inclusive workplace.</li><li>• Measure the behavioral and attitudinal shifts as a result of the course.</li></ul>	4