

Diversity, Inclusion, & Belonging for Leaders

Course Outline – Supervisors

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

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