Diversity, Inclusion, & Belonging for Leaders

Course Outline – Supervisors

Module	Learning Objectives	# of Configurable Pages
Introduction	• Identify the purpose for this course in creating a more inclusive and equitable working environment.	4
Your Role as a Leader	• 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	• 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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Module	Learning Objectives	# of Configurable Pages
Leading an Inclusive Team	• 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	• 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	• 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

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