



Meaningful Diversity, Equity and Inclusion

Diversity, Equity and Inclusion (DEI) is more than mere policies, programs, data, and staffing ratios. It is about creating a workplace that allows all individuals to feel valued, safe and heard.

84%

Growth in Diversity
Officer Hires in 2020

Source: McKinsey

80%

HR Leaders say it's
Important to have Robust
Diversity Strategy

Source: 2021 Talent Trends Report

67%

Job Seekers Consider
Diversity Important

Source: Glassdoor

Course Description

For Diversity, Equity and Inclusion (DEI) to have an impact, it is vital that all employees and organizational leadership intentionally integrate DEI strategies into all facets of the workplace. To accomplish this, they must gain the skillsets needed to build a diverse, equitable and inclusive organization. In NJIT's well-designed certificate curriculum each course provides key fundamentals to transform your organization's workplace culture into an inclusive environment where everyone thrives.

Who Should Attend?

Anyone seeking a more inclusive environment or workplace culture that enables all people to reach their highest potential.



Topics Covered

- Overview of Emotional Intelligence Linked to Fostering Inclusivity
- Six Inclusion Leadership Traits
- The Historical Constructs of Racism
- Beliefs, Bias, & Perceptions
- Crucial Conversations as an Ally
- Self-Awareness
- Effective Communication
- Cultural Competence & Intelligence
- Diversity, Equity and Inclusion
- Understanding & Managing Unconscious Bias
- Microaggressions
- Integrating Diversity, Equity and Inclusion in the Workplace

Presented in partnership with Branding4Change, LLC.

Key Benefits

- Diversity, Equity and Inclusion Certification
- Deepen leaders understanding of inclusive leadership and its connection to exceptional leadership utilizing Deloitte's Six Inclusive Leadership traits
- Explore the behaviors and competencies that define an inclusive leader
- Strengthen your own leadership capability
- Enhance organizational culture in your team and company
- Recognize unconscious bias and how it affects the way that people perceive and react
- Understand the dimensions of diversity that matter most in organizations
- Assess stereotypes and prejudices that may influence behavior in work groups and learn methods to improve the psychological safety of all employees
- Increase your bottom line
- Reduce risk of discrimination lawsuits

Why New Jersey Institute of Technology (NJIT)?

NJIT is recognized as a top 10% university nationally* and one of only 32 polytechnic universities in the United States. Over 75,000 employees, working in 665 New Jersey organizations, have been trained by NJIT's Division of Continuing Professional Education since 1990.

*QS World University Rankings® 2020



For information on pricing and start dates of our virtual or in-person courses, call or email us.



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