

EXECUTIVE EDUCATION

DIVERSITY, EQUITY AND INCLUSION FOR TEAMS AND ORGANIZATIONS

Gain evidence-based knowledge and practical tools to help you improve your personal and organizational DEI toolkit.

Realize the Organizational Benefits and Improve Your Ability to Lead with Diverse, Equitable and Inclusive Teams

This course takes an intentionally inclusive approach to diversity, providing space for all learners - regardless of background - to acquire the skills they need for success. Throughout this course, you will gain personal awareness of bias, privilege, and their manifestations in stereotypes, prejudice, micro-aggressions, and discrimination. Learn practical tools to become more anti-bias and a better ally and change advocate as an individual. Hear best practices from academic experts and corporate leaders on equitable organizational processes and norms and inclusive behavioral team practices.

KEY BENEFITS

- › **Identify Hidden Opportunities and Challenges:** Enhance your understanding of individual and organizational benefits available with diversity, equity and inclusion (DEI).
- › **Deepen Your Understanding of Different Demographic Differences:** Learn how to identify implicit bias and structural inequalities that impact workplace dynamics.
- › **Gain Skills to Become Even More Anti-Bias:** Learn to apply skills as an individual and how to become a better ally.
- › **Learn Best Practices with DEI:** Develop application of equitable organizational processes and norms.
- › **Gain Skills for How to Lead Inclusive Teams:** Apply conflict management skills, group decision-making best practices, and emotion regulation.
- › **Acquire Tools for the Implementation of DEI Strategies in Organizations:** Employ the architecture of DEI groups, the role of data and metrics, and tools to integrate DEI into the very heart of an organization.

DATES*

4 Mar - 6 Apr 2024
12 Aug - 13 Sept 2024

FORMAT

Online

PROGRAM FEES*

\$2,500 US

CREDENTIAL

This course is part of the Accelerated Management Development Certificate Program. For more information, visit michiganross.umich.edu/AMDCP. Visit the website to see additional credentials.

WHO SHOULD ATTEND

- › Business Unit, General and Regional Managers, Directors, and other manager/leader titles.
- › Organization team leaders and individual leaders of all levels in the organization.
- › Employees with a desire to positively lead their teams and organization to create and develop an accepting diverse, equitable and inclusive (DEI) workplace.
- › This program takes an intentionally global approach to DEI, while also acknowledging specific challenges in the American context.



PROGRAM STRUCTURE[^]

This five-week online course consists of eight asynchronous modules, and the course concludes with a live faculty led synchronous session. The combination of the online platform, discussion groups, and interactive live session fosters a dynamic learning environment.

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5
Module 1 > Diversity Bonuses and Challenges Module 2 > Individual Experiences with Bias	Module 3 > Diversity Challenges for Society Module 4 > Allyship and Becoming Anti-bias as an Individual	Module 5 > Inclusive Leadership Module 6 > Equitable Leadership	Module 7 > Leading DEI Strategic Change Module 8 > Capstone Assignment	Live Session > Mini Case Studies

THE EXPERT

Learn from the same faculty who teach in our highly-ranked degree programs. See the website for additional details.



Lindy Greer

Professor for Management and Organizations
Michael R. and Mary Kay Hallman Fellow

TIME COMMITMENT

- > **Duration:** 5 weeks
- > **Weekly Coursework:** 5 - 7 hours/week
- > **Format:** Asynchronous & synchronous sessions
- > **Badge:** Earn a digital social media-friendly badge upon completion of the Diversity, Equity and Inclusion for Teams and Organizations program

A WORLD-CLASS EXPERIENCE

We strive to make every aspect of your program a world-class experience. Our program directors work closely with faculty before, during, and after the program to ensure you achieve your objectives. Program managers facilitate a seamless transition between classroom and off-site activities and assist with anything you might need — ensuring your focus is on learning, not logistics.

9.4/10

OVERALL SATISFACTION
SCORE FOR OPEN PROGRAMS
– Financial Times, 2023

▶ REGISTER TODAY!

For more information, contact:

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*Dates and program fees are subject to change. Check the website for the most current program details.

[^]This sample schedule is meant to be representative of the program structure and content. Timing and session topics are subject to change. Visit the website for the most up-to-date information.

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