

DIVERSITY, EQUITY, AND INCLUSION

Gain the skills needed to become a culturally proficient and effective leader. Learn how to promote cultural awareness while supporting the individual. Equip yourself with the skills to address issues of unconscious biases, cultural blindness, and race in the workplace.

BUSU 0080 Aspects of an Inclusive Culture

Inclusive cultures bring cultural awareness, belonging, and mental health to the forefront. Cultural awareness supports inclusivity because it empowers employees to work effectively with people from different demographics. With cultural awareness, organizations can foster a culture of belonging, facilitate collaboration, encourage decision-making, and support employee engagement. A culture of belonging includes employees being their authentic selves. Organizations encourage workplace authenticity and belonging when they support mental health initiatives, foster resilience, and create environments where employees are comfortable discussing mental health challenges. In this course, you will learn about these important aspects of an inclusive culture 0.4 credits.

- 4 clock hours/.4 CEUs
- 4 PMI PDUs*
- 4 SHRM PDCs**

* PDUs/ contact hours recognized by the Project Management Institute.

** Approved for Professional Development Credits towards SHRM-CP and SHRM-SCP recertification through SHRM.

BUSU 0081 Assessing Diversity and Inclusion

Organizations are accountable for their diversity and inclusion goals. In this course, you will learn about HR metrics, predictive analytics, diversity training, diversity scorecards, and other tools that organizations use to identify biases, track the progress of initiatives, and gauge the effectiveness of policies. This course will explain how to use both soft and hard metrics to formulate, update, and implement diversity and inclusion goals. You will also learn about the importance of employee buy-in, diversity leaders, and C-suite support in achieving a diverse and inclusive workplace. 0.4 credits.

- 4 clock hours/.4 CEUs
- 4 PMI PDUs*
- 4 SHRM PDCs**

* PDUs/ contact hours recognized by the Project Management Institute.

** Approved for Professional Development Credits towards SHRM-CP and SHRM-SCP recertification through SHRM.

BUSU 0082 Fostering an Inclusive Culture

To achieve diversity and inclusion, organizations need to create an inclusive culture where all employees are respected and appreciated, have equal access to workplace opportunities, and are fairly compensated. In this course, you will learn about how to create, encourage, and develop an inclusive culture. You will explore the 7 Pillars of Inclusion, traits of an inclusive leader, strategies to assess employee buy-in, professional development opportunities, and workplace accessibility. You will examine how to uproot workplace toxicity and address and prevent harassment and discrimination. The course illustrates the many benefits of an inclusive culture, including higher levels of employee engagement, productivity, employee satisfaction, and retention rates. 0.4 credits.

- 4 clock hours/.4 CEUs
- 4 PMI PDUs*
- 4 SHRM PDCs**

* PDUs/ contact hours recognized by the Project Management Institute.

** Approved for Professional Development Credits towards SHRM-CP and SHRM-SCP recertification through SHRM.

BUSU 0083 Hiring and Retaining Diverse Talent

Increasing workplace diversity necessitates strategies that foster more inclusive and equitable workplace practices. In this course, you will learn how leaders who want tangible, measurable results from diversity and inclusion initiatives must take an active role in supporting and implementing these strategies. You will explore how to use talent management systems and performance metrics to create a diverse workplace. This course illustrates that providing equal opportunities for continued engagement, including flexible work arrangements, mentorship programs, and employee benefits, is paramount for an organization's diversity and inclusion efforts to succeed. 0.4 credits.

- 4 clock hours/.4 CEUs
- 4 PMI PDUs*
- 4 SHRM PDCs**

* PDUs/ contact hours recognized by the Project Management Institute.

** Approved for Professional Development Credits towards SHRM-CP and SHRM-SCP recertification through SHRM.

BUSU 0084 Inclusive Engagement and Development

Throughout each workday, HR professionals have opportunities to build inclusive work environments. Today's world requires HR managers to support D&I initiatives in different work models. Inclusive decision-making is an important component in creating work cultures that embrace diversity and belonging. This decision-making process increases innovation, engagement, and business performance. HR managers are also in key positions to build inclusive learning and development teams and learning content. This course explores strategies for transparent and inclusive decision-making, the building of inclusive learning and development teams, and ways to support diversity and inclusion in hybrid and remote work models. 0.4 credits.

- 4 clock hours/.4 CEUs
- 4 PMI PDUs*
- 4 SHRM PDCs**

* PDUs/ contact hours recognized by the Project Management Institute.

** Approved for Professional Development Credits towards SHRM-CP and SHRM-SCP recertification through SHRM.

BUSU 0085 Inclusive HR Leadership

Inclusive HR leaders foster more innovative and productive work environments. HR leaders play a key role in developing, changing, and reinforcing an organization's culture. They also assess and analyze the organization's current workforce diversity and set goals for overcoming challenges to inclusion. Perhaps most importantly, these HR professionals help other leaders develop inclusive competencies and strategies to improve performance and decision-making among teams. This course explores inclusive leadership competencies for HR professionals, the application of these competencies within different business structures, the roles HR leaders play in developing inclusive organizational leaders, and the characteristics and benefits of inclusive leadership programs. 0.4 credits.

- 4 clock hours/.4 CEUs
- 4 PMI PDUs*
- 4 SHRM PDCs**

* PDUs/ contact hours recognized by the Project Management Institute.

** Approved for Professional Development Credits towards SHRM-CP and SHRM-SCP recertification through SHRM