



CANADIAN EQUALITY CONSULTING

EQUITABLE & INCLUSIVE LEADERSHIP CERTIFICATE PROGRAM



A LEADERSHIP PROGRAM DESIGNED TO SPEARHEAD DIVERSITY, EQUITY AND INCLUSION (DEI) IN YOUR ORGANIZATION

THE FIRST OF ITS KIND

IMMEDIATE ACTIONABLE TOOLS AND STRATEGIES

The program's design reflects evidence-based research and industry best practices in DEI and in adult learning methodologies. In addition to being research-driven and evidence-based, each course is highly practical and includes strategies and actionable tools that really work. Each course is carefully curated by CEC experts.

COURSE HIGHLIGHTS:

-  Online self-paced learning in English with captioning
-  Interactive discussion with other participants
-  30 hours in length, 4 courses with 3 month access
-  Quizzes, self-reflections, engaging activities and a Capstone project
-  One hour coaching session to provide additional support
-  Digital certificate and badge upon completion

EQUIPING YOU TO CHAMPION AND LEAD DEI AND BUILD INCLUSIVE CULTURES IN YOUR WORKPLACE.

LEARNING OBJECTIVES:

- ✓ Demonstrate an advanced understanding of what diversity, equity and inclusion means and why it is important for business success
- ✓ Apply strategies to recognize and mitigate the impact of privilege and bias in the workplace
- ✓ Examine the traits of inclusive leadership to develop the capabilities to create a culture of inclusion
- ✓ Gain working knowledge of DEI tools and skills to build equitable practices and transform your workplace

DESIGNED FOR:



Team Leaders



Scrum Masters



D&I Champions



Project Managers

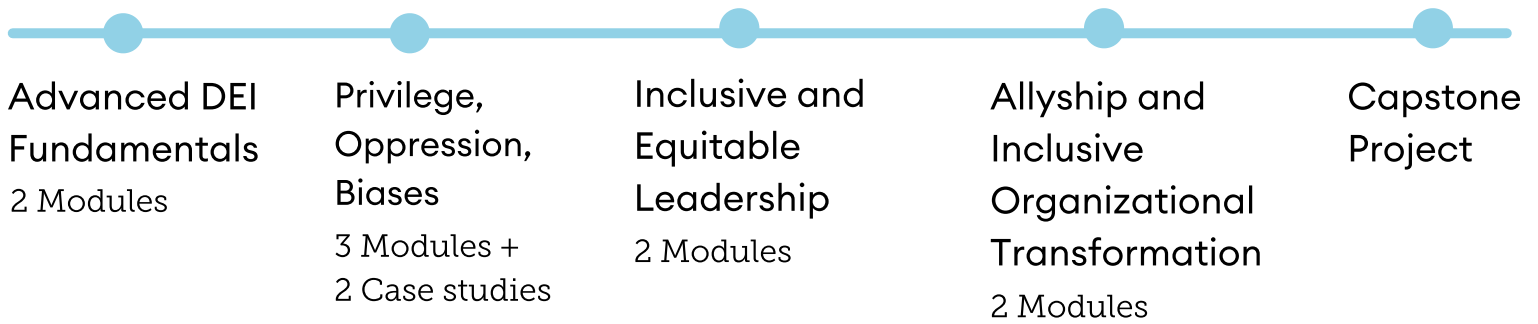


People Managers



HR Departments

CURRICULUM STRUCTURE:



PROGRAM DETAILS:



Course 1: Advanced DEI Fundamentals

Module 1 - Diving Deeper into Diversity, Equity and Inclusion

Learn the foundations with this course! All about diversity, equity and inclusion – what they are, why they are important, the benefits and applicability to your workplace, and how you can champion and advance this important work.

Module 2 - Intersectionality

Dig deeper into diversity and intersectionality. Learn the history and background of intersectionality and why it is so important. Gain in-depth knowledge of sex and gender, race and ethnicity, Indigeneity, anti-racism and anti-oppression, ability, and more.

- 2 mini quizzes
- Discussion group
- Final course assessment
- Intro to Capstone Project



Course 2: Privilege, Oppression and Biases

Module 1 - Power and Privilege

Uncover your personal privilege, detect it in others and in your organization. Recognize how privilege is fundamental to understanding and implementing DEI work and learn how to leverage this knowledge into tangible allyship (personal and organizational allyship).

Module 2 - Bias and Bias Awareness

Examine your personal and organizational biases and learn how to combat them in this course. Learn all about explicit biases vs implicit biases, micro-aggressions, the most common types of biases, the neuroscience behind them, and exactly how you can become bias aware and combat them on a daily basis.

Module 3 - Microaggressions, Discrimination and Oppression

Learn and understand how microaggressions (behaviours and statements) are and why it occurs, rooted from discrimination and oppression. Explore the impacts of microaggressions at work. Discover ways to build a more inclusive workplace by minimizing the occurrence of microaggressions and learn when and how to respond to microaggressions.

- 3 mini quizzes
- Discussion group
- 2 case studies
- Final course assessment
- Capstone project prep



Course 3: Inclusive and Equitable Leadership Practices

Module 1 - Leadership Traits, Competencies and Values

Explore the inclusive leadership traits that will help you thrive in your increasingly diverse work environments. Learn why building these capabilities are an important step in building inclusive cultures and how you can further develop these competencies in your own leadership style. In this module you will also learn about advancing DEI in a crisis and examine several case studies.

Module 2 - Inclusive Language and Communications

Dig deeper into inclusive language as a mechanism for allyship and transformative change. Learn the latest terms, the power and history of language, inclusive language best practices, brand values and marketing, and how you can use language to enact change.

- 2 mini quizzes
- Discussion group
- Role plays
- Final course assessment
- Capstone project prep



Course 4: Allyship and Inclusive Organizational Transformation

Module 1 - Data and Reporting Best Practices

Learn how to develop KPIs, use internationally recognized metrics, and understand the checklist for reporting on DEI in sustainability/CSR reports. Examine disaggregated data and how it ties into intersectionality.

Module 2 - Transforming Your Workplace and Systemic Change Management

Combining the key learnings from your coursework, learn how to leverage all the knowledge and skills to lead and champion change, transform your workplace culture and become a recognized DEI leader. This includes how to achieve buy-in, align your initiatives with change management and systems design principles and how to create meaningful and sustainable DEI initiatives in your workplace.

Learn a leading intersectional transformative equity tool that can be applied to any type of work in any sector. Learn what it is, how to use it, how to customize it to your work, and practice it. This tool has the power to transform your work to become equitable and inclusive and shift your workplace culture for the better. The Equity Tool incorporates knowledge and skills from previous courses and is a tangible tool and process to implement change.

- 2 mini quizzes
- Discussion group
- Case studies
- Final course assessment
- Capstone project



**START WORKING
TOWARDS YOUR
BADGE TODAY**