

PROGRAM SYLLABUS

Diversity, Equity, Inclusion & Belonging

Online Certification Program

Last update: October 16, 2024

AIHR | ACADEMY TO
INNOVATE HR



An overview

of what you can expect from this program

Create an inclusive working environment

It's no secret that organizations benefit greatly from a diverse workforce. But in order to enjoy these benefits, you need to do more than hire employees from diverse backgrounds: you also need an organization that is inclusive and welcoming to all.

This online course dives into the complex topics of diversity and inclusion. You will also learn about the role HR plays in D&I, from sourcing and screening hires and reporting to investigating D&I incidents and performing pay equity analyses. After completing the Capstone Project, you will have the skills and knowledge to ensure that your employees and organization both thrive.

| | | |
|---|--|---|
|  | Type | Online self-paced learning |
|  | Language | English (including subtitles) |
|  | Duration | 42 hours |
|  | Access | 12 months |
|  | Structure | 5 courses + capstone project / 15 modules |
|  | Testing | Quizzes, assignments, capstone project |
|  | Digital certificate upon completion (including LI token) | |
|  | Eligible for HRCI, HRPA & SHRM credits | |
|  | Reading materials & bonus content | |
|  | 60-day money back guarantee | |

Learn in-demand skills

and take your career to the next level

Learning objectives



Diversity and inclusion foundations

Master the key aspects of diversity and inclusion 2.0, including deep dives into addressing inclusion problems and equal pay.



Inclusive communication

Recognize and overcome biases and use conversational skills and strategies to tackle challenging communication.



Drive cultural change

Find out how organizational culture impacts the business and learn to successfully implement and manage cultural changes.



Intercultural differences

Explore the impact of culture and values on work environments and learn how to solve cultural conflicts and dilemmas.

The perfect fit for

This certificate program is for managers and leaders in D&I or HR who want to make sure that their knowledge and skill set are both comprehensive and up to date. By diving into specific diversity issues and exploring the bigger picture, you will become an expert in determining what initiatives to implement in order to build an engaged and inclusive workforce.

Curriculum structure

Practical. Comprehensive. Game changing.

• 2 MODULES + 1 CASE STUDY

Diversity, Equity, Inclusion & Belonging

• 5 MODULES + 2 CASE STUDIES

Diversity & Inclusion 2.0

• 1 MODULE

Inclusive Communication Skills

• 3 MODULES

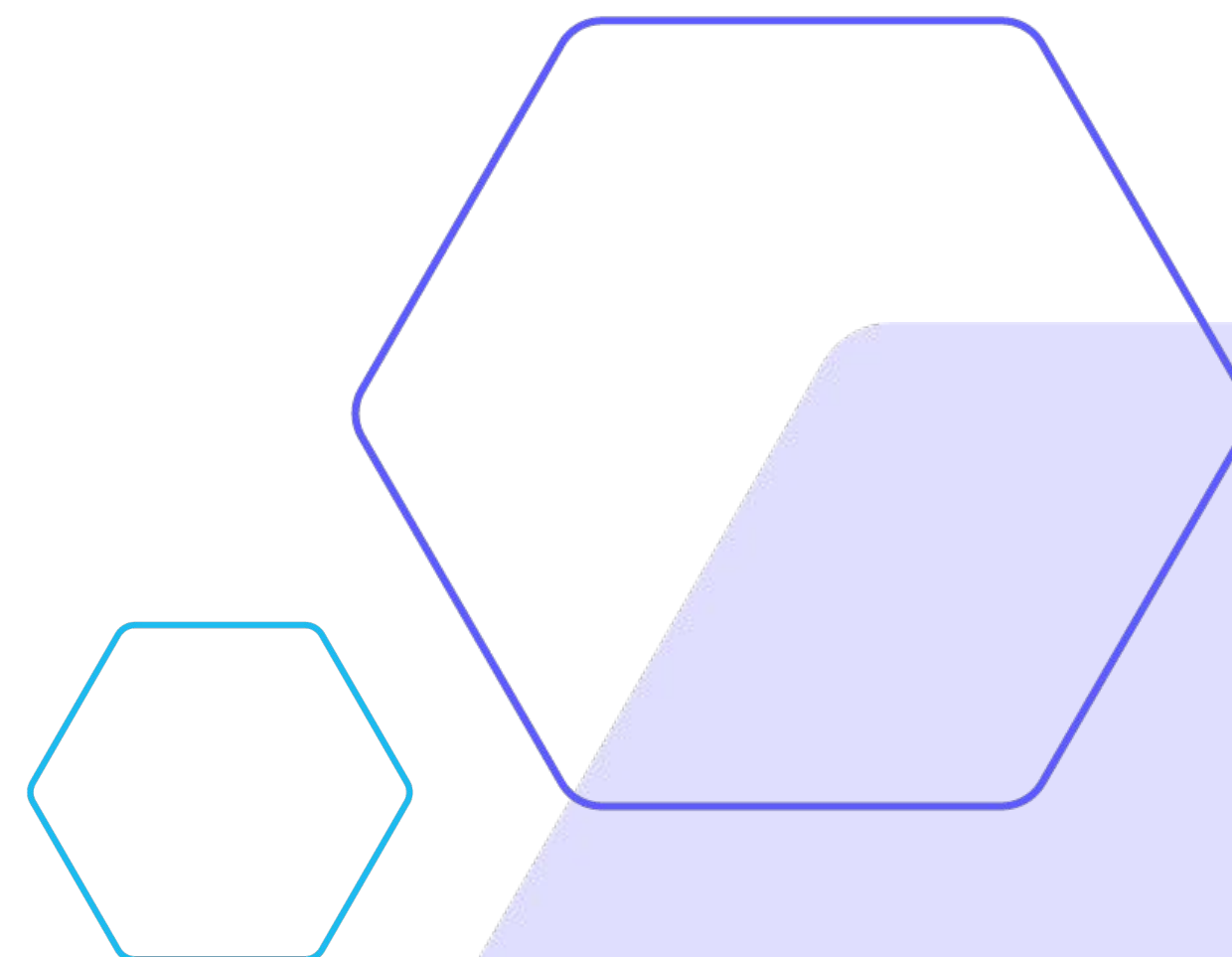
Organizational Culture

• 3 MODULES

Intercultural Differences

• 1 MODULE

Capstone Project



A detailed look

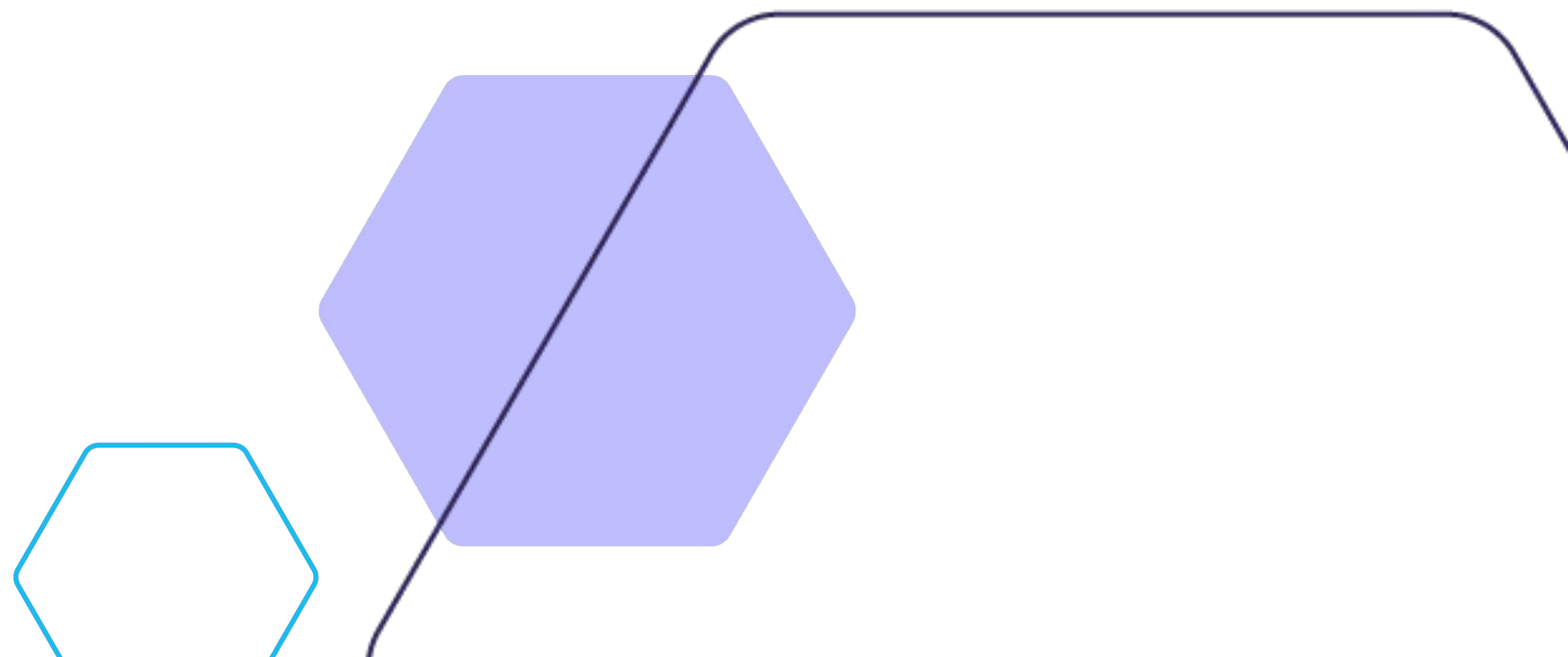
at the curriculum and modules

2 MODULES

Diversity, Equity, Inclusion, & Belonging

A diverse and inclusive workplace is important, but not enough to create an environment where all employees can thrive. For that you also need to focus on equity and belonging. In this online training, you will explore key concepts that lay down the foundation of DEIB, from intersectionality and biases, to scarcity mentality and equity. You will also touch upon several crucial soft skills that will allow you to develop and implement meaningful DEIB strategies with empathy and effectiveness.

- **Global DEIB for the Individual and the Organization**
- **Perspectives on DEIB**





5 MODULES

Diversity & Inclusion 2.0

This comprehensive and detailed module will get you up to speed with modern diversity and inclusion. You will learn both about D&I itself and the challenges that you may encounter while working on D&I projects, as well as how to overcome them. In addition, you will learn more about the challenges faced by specific identity groups and dive into case studies. In short, you will know which business challenges you can address with D&I and have the knowledge and skills to do so.

- **Foundations of D&I**
- **Positive Diversity**
- **Inclusion 2.0**
- **Gender, Ethnicity & Other Key Identity Groups**
- **Sustaining the D&I Program**
- **Case Study 1: How to Plan and Implement a New D&I Strategy**
- **Case Study 2: D&I During a Crisis: How to Adapt It to Remote Work**



1 MODULE

Inclusive Communication Skills

In this module, you will learn about inclusive conversations, why they are relevant in HR, and the knowledge, skills, and abilities they require. You will also learn about biases that can stand in the way of inclusive communication, communication strategies, and managing conflict. Finally, an interactive role-play will help you practice your inclusive communication skills.

- **Introduction to Inclusiveness**
- **The Psychology of Inclusiveness**
- **Preparing and Having 'Difficult' Conversations**
- **Common Issues and Topics (Including a Role-Playing Exercise)**

3 MODULES

Organizational Culture

In this module, you will take a closer look at the context for diversity and inclusion. What is organizational culture, and how does it impact the business? In addition to this, you will also learn how to design cultural foundations and follow the culture design process. Finally, you learn how to identify the reasons a culture change is needed, and how to implement and manage culture changes.

- **Organizational Culture**
- **Designing the Desired Culture**
- **Changing Organizational Culture**
- **Assignment: Organizational Culture Analysis**

3 MODULES

Intercultural Differences

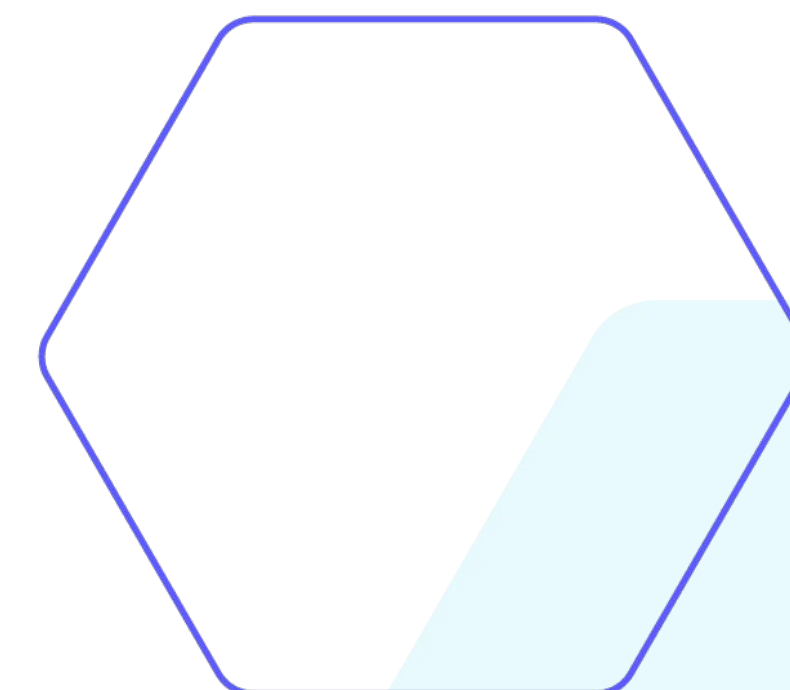
Diversity and inclusion is especially pertinent within international organizations. Fons Trompenaars is a renowned writer on the topic. After completing this module, you will know how to build an international team, be able to solve cultural conflicts and dilemmas, apply best practices to merger and acquisition interventions, and more. In short, you will be prepared to tackle D&I projects and issues in an international business context.

- **Managing Culture & Diversity in Your Organization**
- **Using the Power of Cultural Differences**
- **Managing Team Diversity**

1 MODULE

Capstone Project

The capstone project consists of two parts. The exam is a graded assignment that will test your knowledge with challenging questions and a set of D&I situations. The D&I assignment is a self-paced assignment that will help you analyze the current D&I context of your organization, as well as plan the implementation of necessary interventions.



Proven online learning for Human Resources Professionals



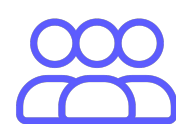
Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



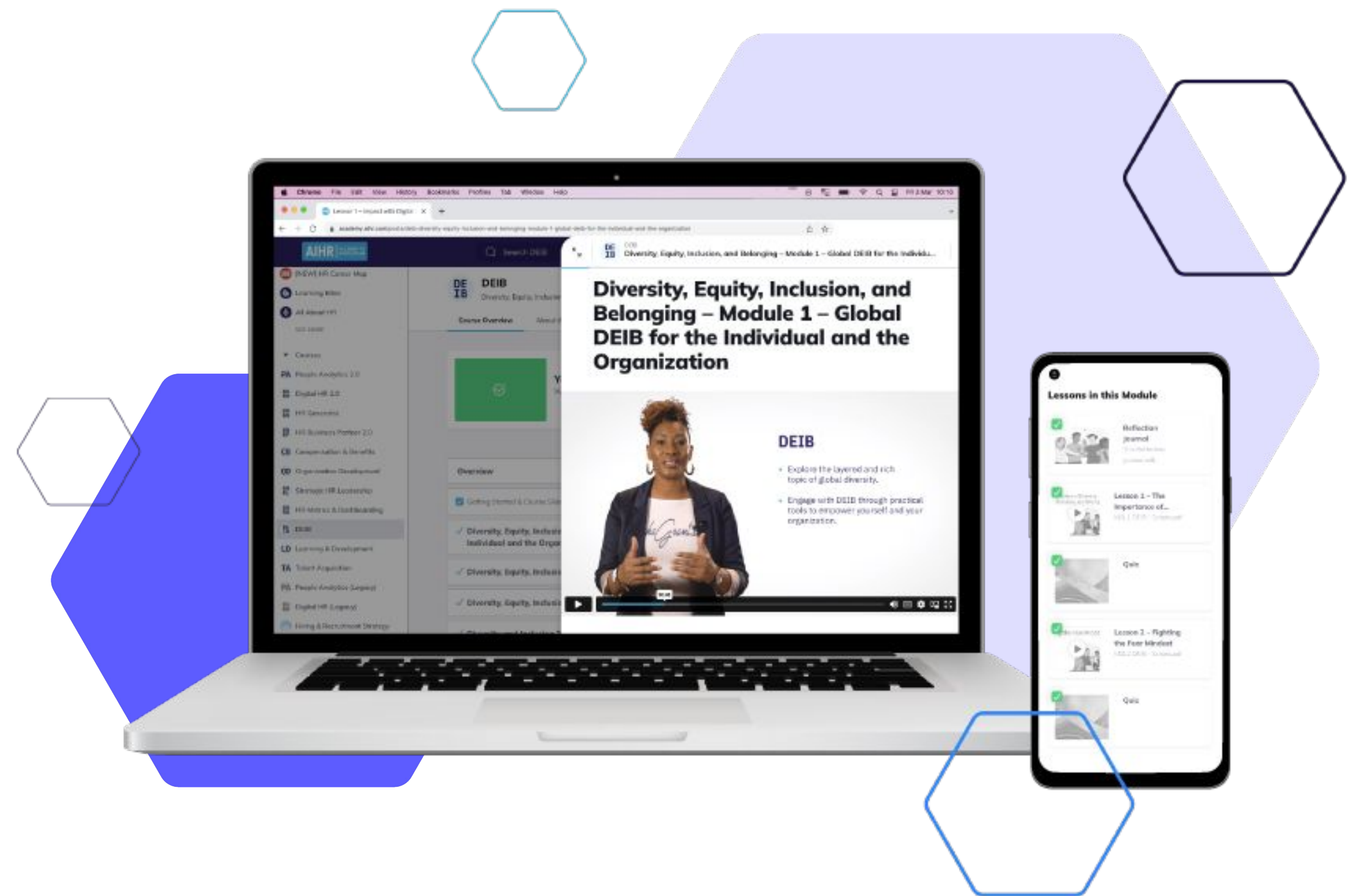
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



Practitioner community & coach

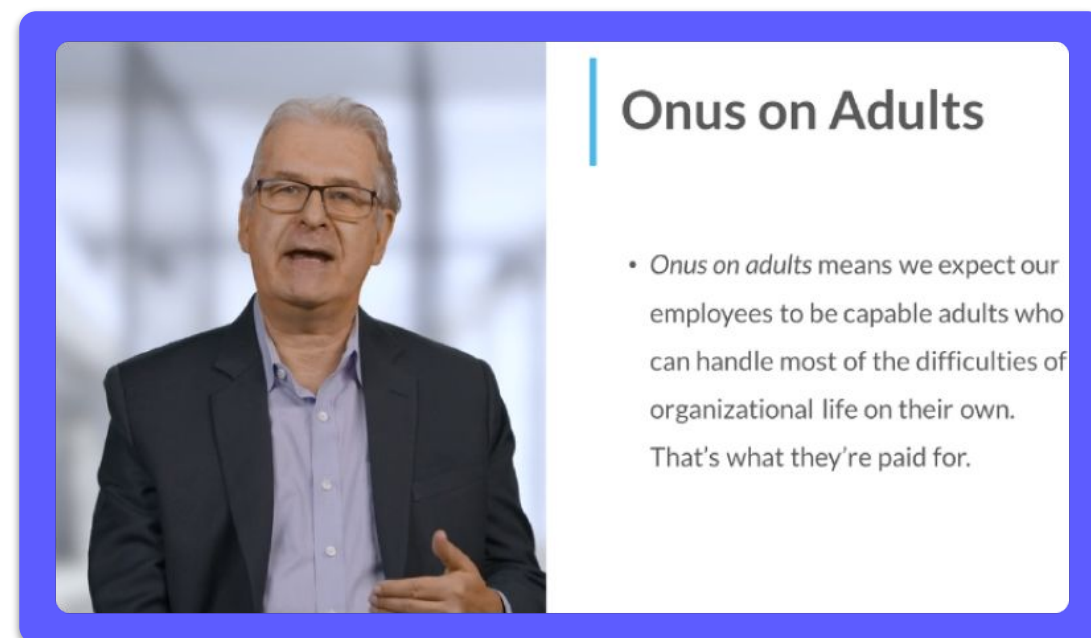
Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek

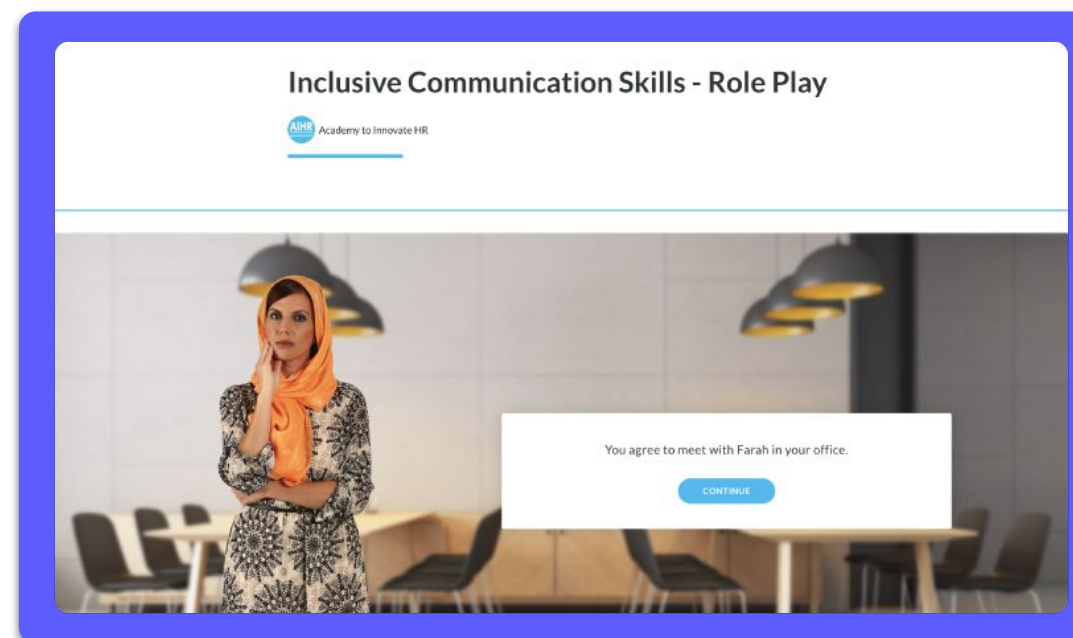
of lessons and course materials



Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

[Watch preview lessons](#)



Interactive case studies

Turn your new knowledge into practical skills with a range of practical activities.

[Do the case study](#)



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Customers give us an average rating of 8.9 out of 10.

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