



Diversity, Equity and Inclusion Certificate

A non-credit professional program

Take Ownership of Your Organization's Diversity, Equity and Inclusion Journey

Be equipped with the training and tools to create and nurture equity, inclusion, and belonging within your organization. Our multi-level programs are designed to meet learners where they are in their DEI journey, and move them forward as agents of change.

Who benefits from this program?

- Employees who work in, or manage, diverse teams and understand the importance of inclusivity training should enroll
- Professionals and executives with foundational knowledge looking to make an impact, improve ROI, and become a champion for organizational change in the workplace.

What will you gain?

- Explore your own racialized experience, integrate the concept of intersectionality into that understanding
- Develop the ability to dialogue about race and identity and facilitate successful conversations about race and identity in multiracial and multicultural environments
- Develop an individualized action plan to move forward as a work place advocate for racial justice, diversity, equity and inclusion
- Explore a science-based, practitioner-tested approach to transforming homogeneous organizations into multicultural organizations
- Learn to utilize organization development and systems approach to eliminate organization and team-level inequities and embedded unconscious biases
- Learn to lead high performing multicultural teams and organizations



BENTLEY UNIVERSITY

Executive and Professional Education

Presented by the Gloria Cordes Larson
Center for Women and Business

Program Overview

Foundations and Individual Exploration

Session 1

- Understand the Business Case for DEI
- Explore foundational concepts including intersectionality, unconscious bias and microaggressions

Session 2

- Explore conflict styles and how to leverage this understanding to engage others in discussions across difference
- Learn the Bentley Brave Dialogue framework for engaging in conversations about microaggressions in the workplace

Session 3

- Understand your own racialized experience and develop the ability to dialogue and facilitate conversations in multiracial and cultural environments

Session 4

- Create an individualized action plan for moving forward as an ally and workplace advocate for diversity, equity, inclusion, and justice

Inclusivity within Teams and Organizations

Session 5

- Understand the stages of group development and how to lead high-performing teams

Session 6

- Learn research-proven interventions to interrupt team-level biases and embed equity and belonging within teams

Session 7

- Learn to facilitate conversations about race and how to use a racial equity lens to lead change in your organization

Session 8

- Learn and apply Bentley's framework to develop DEI change initiatives regardless of your role or position in your organization

Session 9

- Use an evidence-based organization development tool to develop a DEI change initiative

Session 10

- Create a plan to engage others in your organization with implementation planning of your change initiative

Fall 2023 Virtual Program | Cost: \$5,500

11:00 a.m. to 3:00 p.m. EST

- September: 6, 13, 20 and 27
- October: 4 and 18
- November: 1, 15 and 29
- December: 13

Spring 2024 In-Person Program | Cost: \$6,500

Bentley University Waltham, MA

8:00 a.m. to 4:00 p.m. EST

- March: 7, 8 and 22
- April: 5 and 19

**Program fee includes tuition, materials, breakfast, and lunch.*

For more information contact
execed@bentley.edu and to register
visit **bentley.edu/inclusion-certificate**

**REGISTER 30 DAYS IN ADVANCE
TO RECEIVE A 10% DISCOUNT**
BENTLEY ALUMNI RECEIVE A 50% DISCOUNT