

# Undergraduate NanoCert in Workplace Initiatives for Diversity, Equity, and Inclusion

The three courses in this Nanocert™ explore the dynamic nature of diversity, equity, and inclusion as well as tactics to improve engagement and innovation in the workplace. Students will become familiarized with tools for effective communication, employee engagement, and managing diverse teams. Students will learn effective approaches to biases and conflict related to diversity. In a course assignment, students will recommend strategies to incorporate diversity, equity and inclusion initiatives in an organization.

## NanoCert Objectives

After successfully completing this NanoCert, the student will be able to:

- Discover the fundamental elements and types of diversity present in the workplace.
- Define unconscious bias.
- Investigate barriers to building diverse and inclusive teams.
- Explain the drivers of employee engagement and how it is related to inclusive organizational actions and behaviors.
- Recommend inclusive strategies to maximize employee performance, creativity, and innovation.

## NanoCert Requirements (9 semester hours)

Code	Title	Semester Hours
HRMT340	Foundations of Diversity and Inclusion in the Workplace	3
HRMT440	Managing Diversity and Inclusion Initiatives	3
MGMT311	Organizational Behavior	3
Total Semester Hours		9