OSU Pride Works: Making a Difference A Diversity Certificate Program

As one of OSU’s core values Diversity is important to the work environment. In our workforce, we can interact with people from many countries and diverse backgrounds. The program has five different elements to accommodate a variety of learning styles. There are online courses to complete at your own pace in addition two instructor-led courses will offer opportunities for discussion and feedback. The program includes scenario-based exercises for treating others with respect and understanding while improving working relationships with teammates. Participants will receive the tools they need to promote these relationships while respecting cultural differences. Program has five (5) - parts to complete.

1. Complete all LinkedIn Online Courses for Making a Difference

\* What is unconscious bias? (28 min.)

\* Using Gender Inclusive Language (55 min.)

\* Difficult Conversations: Talking about Race at Work (16 min.)

\* Equity First: The Path to Inclusion and Belonging (1 hr. 24 min.)

\* How to Speak Up Against Racism at Work (50 min.)

\* Supporting Workers with Disabilities (57 min.)

2. Attend two Instructor-led Courses: Interaction element / team building component

\* Safe Zone (Instructor-led session) (2 hours)

\* Diversity at Work (Instructor-led session) (2 hours)

3. Submit written element. Turn in to instructor at one of the Instructor-led sessions.

\* Explain the difference between inclusion and exclusion and give an example of each from your workplace.

\* Pick a current topic happening in the news that involves diversity and discuss how that has made an impact on you.

\* List 3 items you learned from the online diversity courses you completed. Explain how you can implement what you learned in the workplace.

4. Must attend a diversity session at OSU in Tulsa staff conference within a two-year period (either the Spring or Fall Staff Conference) (Each conference will have a designated Diversity session).

5. Completed the program within one (1) year of attending the first instructor-led session.