

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. Five (5) online courses based on the certificate chosen
 - ❖ Predetermined (see selection below for the Making a Difference courses)
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.
 - ❖ You can view your progress from your transcript in the LMS.

LinkedIn Online Courses (complete all) for Making a Difference: Diversity

- 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.)

Instructor-led Courses

1. Safe Zone (2 hours)
2. Diversity at Work (2 hours)

Program Completion: OSU Pride Works: Making a Difference: Diversity

1. Transcript for the five online courses
2. Must have attended the instructor-led sessions (2)
3. Must have a written element (submitted instructor-led sessions)
4. Record of attending diversity session at staff conference
5. Completed within one year

Course Description Details

Instructor-led Course Description: Safe Zone

This Instructor –led session is one of the two sessions required to complete the OSU-Pride Works: Making A Difference diversity certificate program for OSU in Tulsa. This training is going to take approximately two hours. Participants will work together through a number of activities in order to gain a better understanding of LGBTQ identities and experiences. These activities are going to be reflective, small group, and sometimes large group discussions.

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Instructor-led Course Description: Diversity at Work

This Instructor –led session is one of the two sessions required to complete the OSU-Pride Works: Making A Difference diversity certificate program for OSU in Tulsa (for the complete curriculum description, visit the HR-Tulsa Professional Development website). This training is going to take approximately two hours. Participants will work together through a number of activities in order to gain a better understanding of diversity at work. These activities are going to be reflective, small group, and sometimes large group discussions.

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Online Course Description: 8 Keys to A More Respectful Workplace

Workplaces are diverse and differing perceptions can cause tension at times. This course illustrates eight fundamental concepts at the core of building an enlightened organization and guiding employees through diverse and challenging situations.

Online Course Description: Diversity Made simple

While creating a diverse and inclusive workplace may not always be easy, the benefits are so significant that it has become a requirement in today’s increasingly diverse world. Learn about diversity and how to respect differences to create a positive work environment.

Online Course Description: Diversity in The Workplace...for Employees

As Diversity continues to grow in the workplace, employees need to know how to respond to obstacles that can prevent people from accepting difference among each other and learn how to embrace and encourage diversity in their workplace.

Online Course Description: Navigate & Respect Age, Ethnic & Racial Differences

Age, Ethnic, and Racial Differences are just a few aspects of Diversity. Learn about each of these and how to appropriately and positively navigate through differences people may experience when interacting with one another.

Online Course Description: Respect Gender & Sexual Differences & Assert Yourself

Diversity enriches the workplace, as long as everyone is respectful of differences. Learn about gender and sexual orientation terminology as well as how to respect difference. Also learn how to be assertive with differences instead of being passive, aggressive, or passive-aggressive.

Curriculum Description:

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