

Diversity, Equity, and Inclusion in Healthcare

Certificate Program



DEI Healthcare Certificate | About

The **Diversity, Equity, and Inclusion Certificate** program is designed to equip leaders, staff, nurses, clinicians, and physicians with knowledge, strategies to interpersonally grow and meet the demands of today's healthcare environment. Badge earners who participate in this interactive certificate program will develop the ability to be a more inclusive leader.

- Learners participate in a cohort based peer development environment with scenario-based learnings and summary evaluations
- Participants complete 6 training hours in a live virtual conference event or self-study virtual recap sessions for a total of 6 training hours
- Participants retain access to a customized learning portal to support continued application and sustainability



Building Blocks | Learning Objectives

Module 1 | Foundations of DEI

- Understand the responsibilities and opportunities we have in our communities and as individuals
- Explore key working definitions
- Create a framework for interpersonal growth

Module 2 | Cultural Humility

- Understanding the impact of Culture on healthcare interactions
- Acknowledge the role of privilege and cultural blind spots
- Explore ways cultural humility can support you

Module 3 | Emotional Intelligence

- Emotional Intelligence as a Foundation for DEI
- Honing Personal Competence for awareness and self-management
- Honing Social Competence for Empathy and Relationship Management

Module 4 | Implicit Bias

- Define and understand the impact of implicit bias
- Explore implicit bias in patient care and team interactions
- Employ strategies to overcome bias and build trust

Module 5 | Creating Civility and Belonging

- Define Civility, Incivility, and a Culture of Belonging
- Explore the impact of incivility in healthcare interactions
- Understand microaggressions, and subtle acts of exclusion
- Employ strategies to move from observer to ally

Module 6 | Inclusive Leadership

- Identify traits of inclusive leaders
- Build your circle of influence
- Employ interpersonal leadership strategies
- Apply learnings and action plan

For more information

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