



Diversity Assessment and Engagement Program 2016-17 Schedule



The “diverse organization” embodies the value of diversity across all of its operations. Within the diverse organization diversity, as a value, co-exists at the same level and on the same plane as the values of effectiveness and efficiency. The practices within the organization are aligned with the value of diversity as a core value. The Diversity Assessment and Engagement Program (DAEP) is a leadership program designed to assist organizations in becoming diverse entities. It does so by providing guidance on organizational diversity assessments, individual and unit diversity plans, and leading educational activities that promote understanding of diversity issues and practices among organizational personnel.

The main requirement for the program is a project in which participants construct a diversity plan of action based on an assessment of organizational diversity characteristics and processes and provides implementation steps to enhance the organization’s diversity competence and levels.

Program sessions will meet from 2- 5 pm on each of the following dates:

2016

August 18: Program overview and Key Concepts

September 15: Diversity + Leadership Issues

October 20: Diversity Leadership

November 17: Power, Privilege, Oppression, Diversity, and Social Justice

DECEMBER BREAK—Work on Projects

2017

January 19: Institutional/Organizational Change Processes

February 16: Resistance to Organizational Change

March 16: Sustaining Change

April 20: Review of Key Concepts, Challenges and Structural Barriers

May 18: Final Session—Presentation of Projects