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