



## Diversity Assessment and Engagement Program 2020-2021 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 in the Kellogg Center on each of the following dates:

### 2020

**August 21:** Program overview and Key Concepts; Rm

**September 17:** Diversity + Leadership Issues; Rm

**October 15:** Diversity Leadership; Rm

**November 19:** Power, Privilege, Oppression, Diversity, and Social Justice; Rm

**December 17:** Project Discussions

### 2021

**January 21:** Institutional/Organizational Change Processes; Rm

**February 18:** Resistance to Organizational Change; Rm

**March 18:** Sustaining Change; Rm

**April 15:** Review of Key Concepts, Challenges and Structural Barriers; Rm

**May 20:** Final Session—Presentation of Projects; Rm