

Certificate in Nonprofit Career Readiness and Advancement
TRACK 2: Diversity, Equity, and Inclusion for Nonprofits

Required / Mandatory Core Course (3 units / 30 hours)

Diversity, Equity, and Inclusion for Nonprofits (3 units / 30 hours)

Blending theory and practice, this course will provide students the necessary skills, tools and approaches to deliver on their organization's social impact mission, vision and goals and build an organizational culture while having Diversity, Equity and Inclusion front and center of their work. The class prioritizes the importance of DEI and how the adoption of these concepts can improve nonprofit outcomes, both internally and externally. It focuses on understanding existing and potential obstacles to increasing the organization's commitment to DEI, but also designing practical solutions meant to eliminate those barriers, foster an environment where both employees and beneficiaries feel fully included, valued and respected and encourage free expression and growth. This mandatory course is part of the *Diversity, Equity, and Inclusion for Nonprofits Track*.

Elective Courses

Elective 1: Nonprofit Advocacy: "Stand for Your Mission" (1 Unit/10 hours)

The course is designed to unleash the power of the nonprofit sector through advocacy. It flows from a deep belief in the role of nonprofit organizations in identifying solutions and finding common ground and an unwavering commitment to the communities and people who they serve. The class provides a framework meant for the use of nonprofit board members and staff in order to have constructive discussions about the importance, and ability of their organizations to advocate for long lasting change. The theoretical and practical perspectives are reflected in a series of tools and approaches that complete the class and empower students to launch conversation about advocacy with various constituents, better relate to certain groups and environments and build customized advocacy action plans.

Elective 2: Meeting Design and Facilitation with Equity in Mind (1 Unit/10 hours)

This course provides an in-depth understanding of the importance of Diversity, Equity, and Inclusion in nonprofit meetings and other social interactions and focuses on the tools, skills and strategies needed to efficiently incorporate these concepts into their design and facilitation. The coursework will help students develop DEI-focused skills to plan meetings, get the right voices in the room, and guide conversations toward meaningful goals, understand the role race, gender, power, and privilege play in meetings, and how one can wield power to create more inclusive meeting that unlock everyone's gifts and contributions. The course is designed as a space for individuals interested in acquiring facilitation practical skills that have DEI front and center whether they are already involved with a nonprofit or are exploring a career in this sector.

Elective 3: Diversity, Equity, and Inclusion (DEI): Lifting all Voices in an Organization (1 Unit/10 hours)

Students will explore the topics of marginalization and oppression and examine how these concepts contribute to the overall understanding of privilege. Each week students will examine brief historical events or movements rooted in overcoming marginalization. Students will use these understandings to help nonprofits make better decisions, advocate for more equitable

policies, and foster inclusive work cultures through an intersectional lens. Students will also examine potential scenarios where organizations could adopt a socially conscious framework to overcome and eliminate barriers.