



HUMAN RELATIONS DIVERSITY BOARD

1 N. Bluford Avenue
Ocoee, Florida

March 7, 2024

AGENDA

6:15 PM

• CALL TO ORDER

Pledge of Allegiance and Moment of Silence

Roll Call and Determination of Quorum

1. Read aloud Mission Statement - "The general mission of the Human Relations Diversity Board ("HRDB") is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee."

• APPROVAL OF MINUTES

1. Minutes from February 1, 2024, meeting

• OLD BUSINESS

1. 2024 Calendar Observances
2. HRDB Yearly Budget
3. Discussion: DEI Initiatives

• NEW BUSINESS

1. Follow-Up on Commission Meeting Presentation

• DEPARTMENT UPDATES

• PUBLIC COMMENTS

• ADJOURNMENT

Notice: Any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes testimony and evidence upon which the appeal is based. In accordance with Florida Statute 286.26: Persons with disabilities needing assistance to participate in any of these proceedings should contact the Office of the City Clerk, 1 N. Bluford Avenue, Ocoee FL 34761, (407) 905-3105, 48 hours in advance of the meeting.

More than one Commissioner may participate or hear discussions regarding a matter which will come before the Commission for action.

**HUMAN RELATIONS DIVERSITY
BOARD**
1 N. Bluford Avenue
Ocoee, Florida

February 1, 2024

MINUTES

6:15 PM

• **CALL TO ORDER**

The meeting was called to order by **Chair Moyer** at 6:15 p.m. in the Commission Chambers of City Hall located at 1 N. Bluford Avenue, Ocoee.

Chair Moyer called for the Pledge of Allegiance to be led by Member Mellen, followed by a moment of personal reflection. **Recording Clerk Torres** proceeded with the roll call, and confirmed the presence of a quorum.

Present: Chair Moyer, Vice-Chair Maxwell (*arrived at 6:22 p.m.*), Members Cease, Mellen, Singh and Beck

Absent: Member Cummings

Also Present: Commissioner Hart, Support Services Director Gaines, City Clerk Sibbitt and Recording Clerk Torres

Guest(s): Acting Police Chief Ogburn

First line of Mission Statement was read by **Member Cease** "The general mission of the Human Relations Diversity Board ("HRDB") is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee."

• **APPROVAL OF MINUTES**

1. Approval of Minutes for the HRDB meeting held January 4, 2024:

Motion: Move to approve the January 4, 2024, Minutes; Moved by Member Mellen, seconded by Member Singh. Motion carried unanimously.

Acting Police Chief Ogburn delivered a speech articulating the profound significance Black History Month holds for him.

Vice-Chair Maxwell arrived to the meeting at 6:22 p.m.

• **OLD BUSINESS**

Review and Discuss 2024 Calendar Observances and DEI Training

Vice-Chair Maxwell emphasized the vital importance of Diversity, Equity, and Inclusion (DEI) training, and expressed a strong desire for its enduring relevance throughout the 2024 Calendar Observances. He conveyed his dedication to prioritizing this training, and highlighted his concern to ensure the board is thoroughly prepared to address any challenges that may arise from the community.

Chair Moyer inquired whether the board had an opportunity to review the "Diversity Drives Ocoee" presentation. **Vice-Chair Maxwell** expressed that he found it highly inclusive, while **Member Beck** assured the board that the Orange County Library is prepared to assist with any technical issues.

Review and Discuss HRDB Brochure and QR Code Survey

Mayor Johnson proposed sending the brochure to residents through the water bill instead of sharing it at the Music Fest, as that would provide feedback from only the residents of the City. The implementation of this plan is contingent upon the City Commission's approval of the brochure.

Member Beck reported that she has revised the "Diversity Drives Ocoee" packet, incorporating three key changes. Specifically, she replaced the term "license" with "access," included a paragraph under resourcing outlining how to access Orange County Library for technical support, and introduced the hashtag #HRDB (#HRDB) into the content.

Motion: Move for Member Beck to present the "Diversity Drives Ocoee" initiative before the City Commission as revised. Moved by Vice-Chair Maxwell, seconded by Member Mellen. Motion carried unanimously.

Chair Moyer distributed modifications to the brochure. He requested the change of "main meeting room" to "Commission Chambers" and the addition of the meeting time. Additionally, he emphasized the importance of including a source for the infographic that illustrates the population diversity numbers on the brochure.

Motion: Move for the sources to the data be included on the brochure. Moved by Vice-Chair Maxwell, seconded by Member Cease. Motion carried unanimously.

Chair Moyer further requested the removal of Commissioner Hart's name from the brochure, acknowledging the possibility that the Commissioner might no longer be serving in the interim capacity for District 4 by the time the brochure is printed.

Motion: Move for Commissioner Hart's name to remain on the brochure. Moved by Member Mellen, seconded by Member Singh. Motion carried unanimously.

Member Beck took the initiative to delve into the survey questions, initiating a collaborative process where the board recommended adjustments, and discussion ensued.

Motion: Move for the QR Code Survey to be approved as amended by the board. Moved by Member Mellen, seconded by Member Singh. Motion carried unanimously.

HRDB Yearly Budget

Chair Moyer inquired with City Clerk Sibbitt about the forthcoming Sunshine training, to which she confirmed its mandatory nature and specified that the training is scheduled for all boards on Thursday, March 14th, at 6:00 p.m.

Discussion: DEI Quarter 2 Proposals

Chair Moyer inquired with the board about any initiatives planned for April, May, and June. In response, **Member Mellen** expressed anticipation regarding the brochure's impact when distributed to the City's residents.

Chair Moyer sought the board's input on having a speaker before each meeting. **Member Mellen and Member Beck** expressed a preference for advance notice to promote the speaker to the community, aiming to attract a larger audience to the meetings.

Member Beck inquired about the feasibility of announcing a speaker to the board prior to a meeting. **City Clerk Sibbitt** responded that the speaker will be included on the agenda, which ensures the information is provided to the board before the upcoming meeting. **Vice-Chair Maxwell** provided some suggestions.

City Clerk Sibbitt conveyed to the board that the brochure is scheduled as an agenda item for the upcoming City Commission meeting on February 6, 2024. **Member Beck** is set to deliver the presentation.

Chair Moyer inquired with City Clerk Sibbitt about whether the Sunshine training expenses would be covered by the City, and she affirmed that indeed, the City would cover the costs.

PUBLIC COMMENTS

Commissioner Hart expressed gratitude to the attendees of the Martin Luther King Jr. event, and voiced enthusiasm for future events in downtown Ocoee. He took pride in the substantial turnout and reassured the HRDB of his unwavering support.

• SET NEXT AGENDA

- Read aloud Mission Statement
- Approval of Minutes for the February 1, 2024, meeting

• NEW BUSINESS

Follow-Up on Commission Meeting Presentation

• OLD BUSINESS

2024 Calendar Observances

HRDB Yearly Budget

Discussion: DEI Initiatives

Adjournment: meeting adjourned at 8:20 p.m.

ATTESTED:

Recording Clerk

APPROVED:

Chairperson

National Day Calendar

[National Day Calendar link](#)

**Month and/or
Month&Day**

2024 United States Special Observances

January	National Slavery and Human Trafficking Prevention Month
February February 10th February 14th February 19th	African American History Month Lunar New Year Valentine's Day President's Day
March	National Women's History Month Irish American Heritage Month
April	Arab American Heritage Month
May May 5th May 12th	Asian/Pacific American Heritage Month Older Americans Month Jewish American Heritage Month Haitian Heritage Month Cinco de Mayo Mother's Day
June June 20th	Lesbian, Gay, Bisexual and Transgender Pride Month Caribbean American Heritage Month Father's Day
July	Disability Pride Month
August	International Peace Month
September September 11th Sept 15— Oct 15	National African Immigrant Heritage Month Patriot's Day National Hispanic Heritage Month
October October 6th	Filipino American Heritage Month National Italian American Heritage and Culture Month Polish American Heritage Month German American Day
November	National Native American/Alaska Native Heritage Month
December 7th	Pearl Harbor Day



James Moyer <jimmoyer1956@gmail.com>

Greetings From Our CEO

1 message

National Diversity Council <communications@nationaldiversitycouncil.org>

Wed, Jan 31, 2024 at 7:03 PM

Reply-To: communications@nationaldiversitycouncil.org

To: jimmoyer1956@gmail.com

NDC
Learning &
Consulting

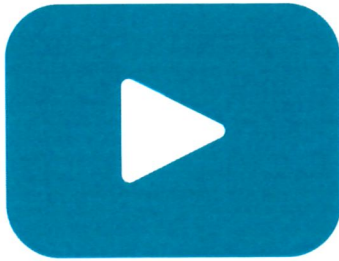
- NDC Certification Program
- NDC Virtual Suite

- NDC Toolkit
- NDC Strategic Solutions

Learn, Discover, Diversify

**2024: A Transformational Year**

As the new CEO of the National Diversity Council (NDC), I know that 2024 will be a year of transformational change. We have been developing exciting new plans to strengthen our role as a thought leader in the DEIB sector and to forge deeper collaborations, so that we can continue to advance DEIB. You can view the complete newsletter [here](#).



Quarter 1 Video

As we embark on this transformational year, I will share quarterly news and resources related to what the National Diversity Council is actively doing and planning to advance DEIB broadly. [Take a look at our first quarterly video!](#)

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National Diversity Council | PO Box 671461, Dallas, TX 75267

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[Diversity Best Practices Steps](#)

[What is the Difference Between Diversity Training & Diversity Education?](#)

[Diversity Certification Scholarship Program Application](#)
[Cultural Diversity Recruitment: How to Turn Your Recruits On](#)

[Seven Actions To Take Campuses Back From the Alt-Right](#)
[Starting Your Own Diversity Initiative](#)

[The Fool Proof Cultural Diversity Recruitment Bias Buster](#)
[The Top Ten Cultural Diversity News Events of 2014](#)

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[Free Guidebook – Managing Cultural Diversity](#)

[DIVERSITY TRAINING: FROM PAIN ISLAND TO PLEASURE ISLAND](#)

DIVERSITY OFFICER MAGAZINE

Promoting Expertise, Research &
Credentials

Selecting a Diversity Certification Program

Selecting a Diversity Certification Program

Selecting a Diversity Certification Program – Review

This is an update to include more recent programs. Without credentials, you will not have the savvy needed to lead as a diversity professional or the credibility to persuade people to undergo organizational change. The diversity certification credentials you receive should be commensurate with the expertise you have acquired in the training program. The bottom line is you need the ability to competently fulfill the role and carry out the responsibilities, and that takes training.

Each credentialing program I have come across is unique. In addition, the responsibilities the diversity professional is expected to carry out vary from one organization to another—Check out diversity officer job listings to see for yourself (Cultural Diversity Officer Jobs). Therefore, the program you select for professional training must offer you both credentials and expertise.

What is diversity certification?



The best program based on what I have learned about top-tier diversity officer role and responsibilities prepares you to lead cultural diversity initiatives and roll up your sleeves to serve as a leader and trainer. I suggest looking for the following in a diversity professional program:

- Organizational development and effectiveness strategies
- Assessment and cultural audits
- Facilitation, training, and coaching skills
- Organizational leadership

You are probably curious about the credentialing programs, so I have listed below what appears to be the most popular programs along with the features that distinguish them:

PROGRAM**FEATURES**

	Strategy	Assessment	Project Management	Leadership	Credential Programs	Formats
Cornell University	X		X	X	CCDP	Classroom
Diversity Executive Leadership Academy (aka DTUI)	X	X	X	X	CDP, CDT, CDE, CDR, CDP-M	Classroom & Online diversity certification programs
Georgetown University	X	X		X		Classroom
Institute for Diversity Certification		X			CDP, CDE	Examinatic & Exam Preparatio
Society for Human Resource Management*						
University of Houston*						

*These organizations no longer offer a diversity certification program.

While diversity professional certificate programs have existed for more than 20 years, certification credentialing is relatively recent. When this article was first published, only two programs offered certification. The National Training Laboratory is more than 70 years old, but the diversity certification program no longer exists. Diversity Training University International is 20 years old (Now offering the certification through Diversity Executive Leadership Academy). There were also only two types of credentials offered (the Certified Diversity Professional and Certified Diversity Trainer) both of which were offered by Diversity Training University International. The program features for the organizations listed are based on descriptions of each program in brochures and on the organization's website.

Cornell University's certification program emphasizes employment law and requires completing a set of required certificate program courses and successfully passing an examination. The seven required courses are held on the campus in upstate New York and range from one-day to three days. The cost is about \$8400.00 total for tuition. NTL's program is the oldest and most expensive with base tuition of \$14,000.00. Consistent with its more than fifty-year tradition, it is a group and individual process-oriented approach. Removing barriers to oppression is a central theme. Assessment and leadership skills are also taught. Classes are taught in different geographical locations within the United States.

The Society for Human Resource Management's (SHRM) program no longer exists. It was about \$2000.00 and the emphasis is on training trainers. Classes are taught in Washington, DC and about 40 participants are in a class. The University of Houston program is offered once a year and costs \$3000.00. The program emphasizes metrics and cultural audits.

The Diversity Executive Leadership Academy (aka Diversity Training University International) program emphasizes strategy, leadership, facilitation, and assessment skills. This appears to be quite a challenge to pull off in two sessions. However, the organization boasts results of a benchmark provided in its corporate university's brochure indicating that participants find the program very rewarding. Ironically, no other program publicized participant evaluations.

Online or Classroom Format Training?

I think most people would prefer the classroom format. You learn with other participants and develop a network. The research says that people learn more from an online course because

assignments are submitted and graded. The personalized feedback is certainly a benefit. Online learning is cost effective. You avoid the additional costs for travel and accommodations for training out of your immediate area.

Conclusion

Finding a diversity professional training program is not difficult, but sorting through them can be challenging. It is not the intention of this article to endorse any one program. The goal is to offer readers what I have found to be the best choices among the most popular and credible programs so that their decision-making is a bit easier. In the end, it really depends on what you want to do with the credentials. Some of you may want to become an expert cultural diversity recruiter while others may want to become the chief diversity officer with considerable authority. Balancing what you desire to do as a professional with what employers are looking for, along with training program costs, are what you need to take into consideration. In the final decision, you will weigh program offering, cost, and reputation.

Lars Lejonhuvud

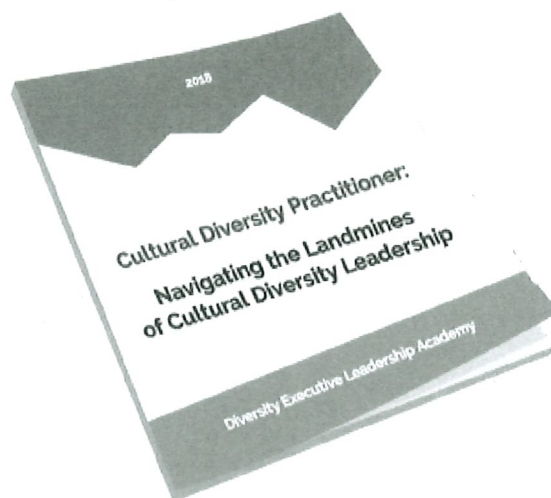
Diversity Consultant

Kristianstad, SWEDEN

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STRATEGY

11 free online courses that'll show your future employer you care about social justice in the workplace

Marguerite Ward Updated Feb 14, 2022, 12:54 PM EST

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Lilly Roadstones/Getty



Leaders are reckoning with racial injustice in the workplace.

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singly, companies are looking to hire managers who are
ve and promote diversity.

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equity.

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As the world contends with social justice issues, companies are increasingly looking for leaders who will help them meet diversity and inclusion goals they made after George Floyd's murder.

If you're a worker with goal of becoming a diversity officer or even a regular corporate manager, it's important to know how to navigate a diverse workforce and be an inclusive person. Insider combed through several popular learning websites to find several free courses on diversity, equity, and inclusion that can help make you a better leader.

This is an updated version of an article originally published in October 2020.

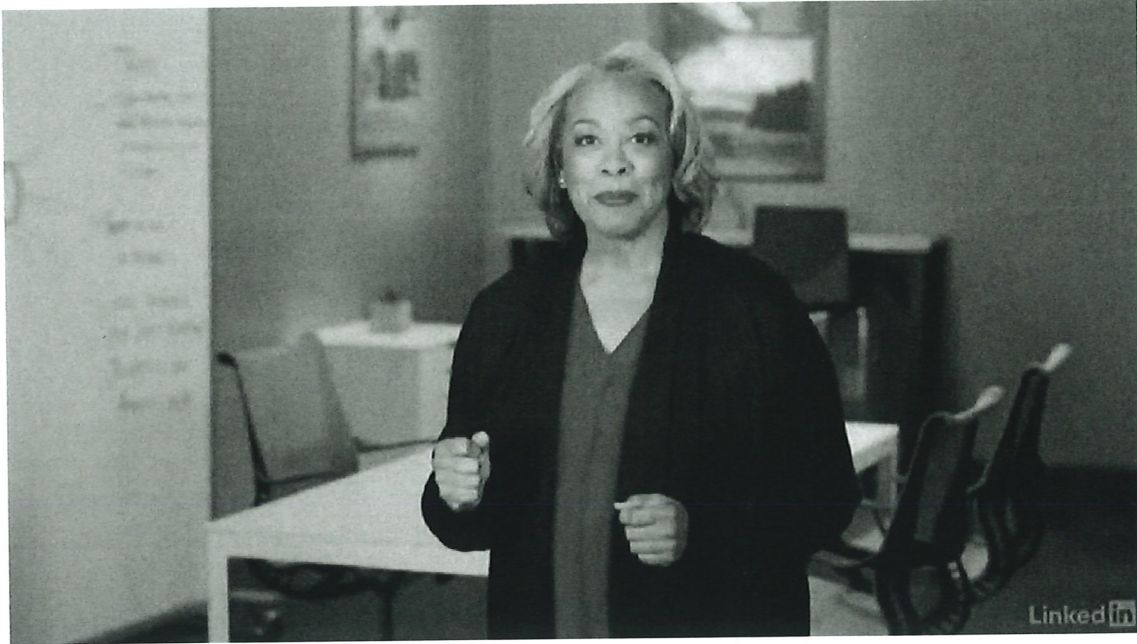
Managing a diverse team

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Instructor Vanessa Womack is a co-author of "The Female CEO" and the founder of Vanessa Womack consulting group. LinkedIn Learning

Institution: LinkedIn Learning

Duration: 1 day

Time commitment: 1 hour 20 minutes

This introductory class is a great primer for managers with diverse teams. Students learn how to implement an open-door policy that encourages communication, how to work with multigenerational teams, how to identify negative behaviors that could derail your team, and using coaching tools to work with your direct reports.

[Sign up here>>](#)

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Diversity in recruiting



Diversity and inclusion strategist Stacey Gordon LinkedIn Learning

Institution: LinkedIn Learning

Duration: 1 day

Time commitment: 1 hour

In this course, diversity and inclusion strategist Stacey Gordon outlines how to address bias when recruiting. She goes through the most common mistakes that recruiters make as well as ways to assess your current recruiting strategy to be more diverse.

[Sign up here>>](#)

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tions of diversity and inclusion



Laura Morgan Roberts is a professor at the University of Virginia's Darden School of Business. UVA

Institution: University of Virginia

Duration: 2 weeks

Time commitment: 8 hours

This course explains how power and privilege play out in organizations, how companies can turn Black Lives Matter calls for action into new policies, how to have difficult conversations around race and power at work, and how to begin to root out bias in hiring practices.

[Sign up here>>](#)

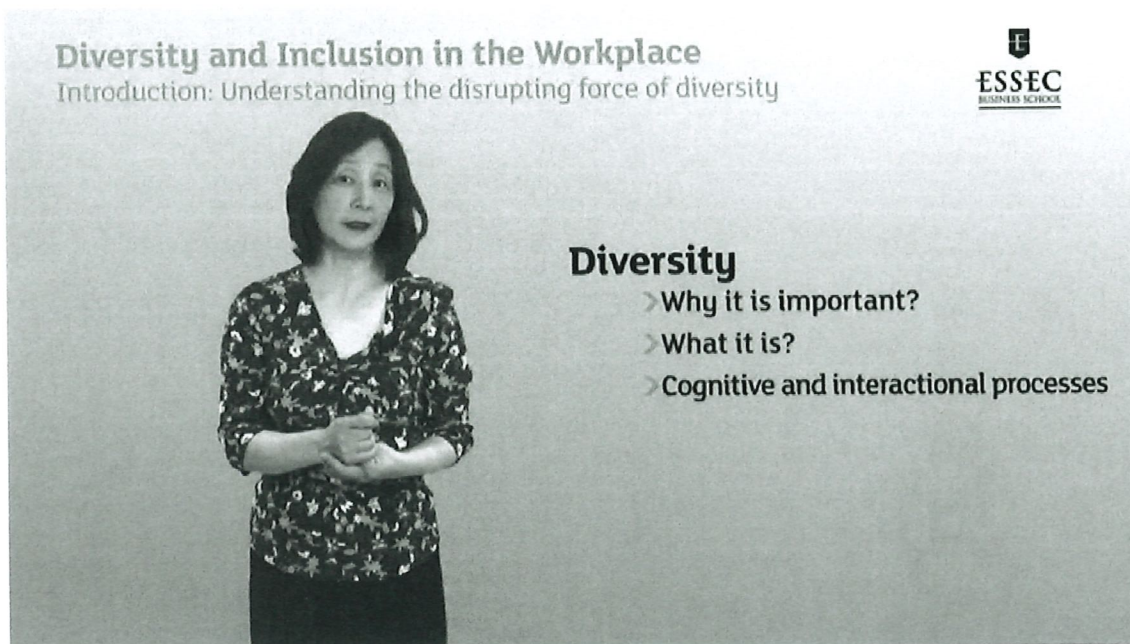
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ty and inclusion in the workplace



Junko Takagi is the diversity and leadership chair at the ESSEC School of Business. ESSEC

Institution: ESSEC Business School

Duration: 4 weeks

Time commitment: 8 hours

This course starts with an overview of key diversity concepts, like LGBTQ issues in the workplace, disability inclusion, and how to avoid ageism and sexism in the workplace. Learners then begin to look at their own thought processes to examine their own bias and prejudice, to be a better leader. The course also includes a number of case studies around specific issues in certain countries, like LGBTQ issues in India, and ageism in the US.

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Gender and sexuality: Diversity and inclusion in the workplace



Susan Marine is an assistant professor and program director of the higher education master's program at Merrimack College. University of Pittsburgh

Institution: University of Pittsburgh

Duration: 4 weeks

Time commitment: 15 hours

This class gives students an overview of gender and sexuality issues in the workplace. It starts with clear explanations on the differences between sex, gender, and sexuality, explains key terms, and includes quizzes. Students learn common examples of gender and sex stereotyping and discrimination, in order to avoid them, as well as a section on how to be an ally to the LGBTQ+ community.

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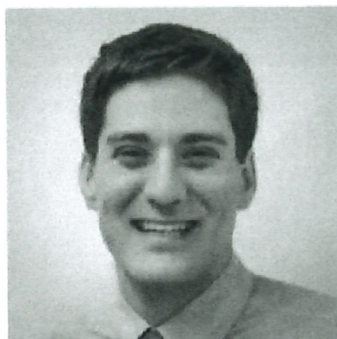
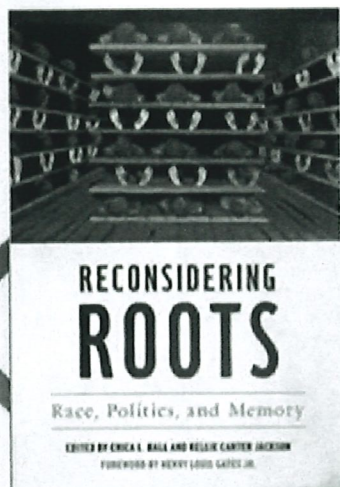
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[here>>](#)

ty for dummies: making multiculturalism work

About the instructor:



Dr. Warren Leslie Chalklen

- PhD In Urban Education
- Published author in the field of equity and education
- Latest Book Chapter: Reconsidering Roots
- Research focus: race, diversity, equity and inclusion.

Warren Chalklen is a diversity, equity, and inclusion online educator and the author of "Reconsidering Roots." Udemy

Institution: Udemy

Duration: 2-3 days

Time commitment: 2 hours

This course explores the benefits of diversity in an organization, how to develop an action plan to better incorporate diversity into your company, and anti-bias training in several key areas like race and ethnicity, gender, socio-economic status, and religion.

[Sign up here>>](#)

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ty, inclusion, and belonging

8 Best Diversity & Inclusion Certifications of 2024

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Posted by [Simona Iancu](#)



Diversity and inclusion certifications are a popular way for HR professionals to get qualified and credentialed in D&I. Not only that, it is also highly beneficial if you want to advance your career in D&I. To help you choose the right certification program for you, we'll take a look at seven popular Diversity and Inclusion certifications in this article — including who they are for and how much they cost.

Contents

[Why you should get D&I certified](#)

[Popular D&I certifications](#)

- [1. AIHR – Diversity & Inclusion Certificate Program \(DICP\)](#)
- [2. eCornell – Diversity and Inclusion Certificate Program](#)
- [3. ESSEC Business School – Diversity and Inclusion in the Workplace](#)
- [4. Catalyst – Inclusive Leadership Professional Certificate](#)
- [5. American Management Association – Diversity & Inclusion Certificate Program](#)
- [6. Purdue University – Understanding Diversity and Inclusion](#)
- [7. NDC Certification Program](#)

[8. HRCI – Certificate in Diversity and Inclusion in HR Management](#)[FAQ](#)**Online Certificate Program****Diversity & Inclusion**

- D&I Foundations
- Driving Cultural Change
- Intercultural Differences

[Download Syllabus](#)

Why you should get D&I certified

Here's a thing about diversity in the 21st-century workplace: it's not just a nice-to-have, but it's critical for your organization to thrive and stay ahead of your competitors.

Think about the ongoing war for talent, for example. With shrinking labor pools and changing demographics, it's only going to get harder for organizations to attract the talents that they need. Having a diverse and inclusive environment at work is one way for your organization to stay on top of the market, especially when considering that 3 in 4 job seekers and employees see diversity as an important factor when evaluating companies and job offers.

Aside from being able to acquire the talent that your company needs, McKinsey research also points out that companies with higher workforce diversity tend to financially outperform less diverse competitors. To reap these benefits, organizations need qualified D&I professionals to help them advance their D&I initiatives and apply timely interventions.

So it's no wonder that D&I roles have become highly in demand in the past few years. D&I jobs in EMEA have grown 1.65 times faster than any other HR jobs recently. Global LinkedIn Data shows that the number of people globally with the Head of Diversity titles has increased by 107% between 2015 and 2020.

Now, while it's not absolutely necessary for you to get formal education in D&I to be able to do the job well, being D&I certified can give you a huge advantage. Additionally, you'll benefit from interactions and connecting with a network of other D&I thought leaders and professionals — and really, there's nothing better than being able to learn from your peers.

Levels of Diversity & Inclusion Leadership



A diversity & inclusion certification can help you up your level of leadership and become a thought leader within your organization and industry.

That being said, with so many D&I certification programs out there, a simple Google search can quickly become a hassle. To make the search easier for you, we've compiled a list of eight popular D&I certifications, all of which can be done online and are accessible to students worldwide.

Let's get started!

Please note that this list is compiled based on publicly available information. We have not tried the courses ourselves, with the exception of AIHR's DICP.

Popular D&I certifications

1. AIHR – Diversity, Equity, Inclusion & Belonging Certificate Program (DICP)

Program overview: This online certificate program is part of AIHR's portfolio of 13 [HR certifications](#). It is designed to help students master inclusive communication, understand cultural differences, and drive culture change through powerful diversity and inclusion initiatives.

Developed in consultation with experienced trainers, DICP covers everything from legal issues to challenges and barriers specific identity groups face. It also focuses on how to successfully implement and manage the necessary organizational culture changes.

The diversity and inclusion certification program includes four courses and one capstone project at the end of the course:

- Diversity & Inclusion Foundations

- Inclusive Communication
- Intercultural Differences
- Driving Cultural Change

Each of the modules is video-based, with plenty of assignments, quizzes, and downloadable materials, making for an engaging learning experience.

Who it's for: Managers and leaders in D&I or Human Resources who want to make sure that their knowledge and skill set are both comprehensive and up-to-date.

Duration: Students will need to put in about three hours per week for 10 weeks to complete this program. Everything is completely online and self-paced.

Cost: The cost of the certificate program is \$975 for 12-month access. Alternatively, students can also [enroll in the Academy for \\$1,650](#) to gain 12-month access to all certification programs.

Find the details about the AIHR DICI program and enroll [here](#).

2. eCornell – Diversity and Inclusion Certificate Program

Program overview: As part of Cornell University's online course offers, this certificate program provides students with an understanding of the institutional and psychological processes that impact the way people interact with each other in the context of diversity and inclusion. Students will gain valuable skills and knowledge in:

- Improving employee engagement
- Countering unconscious bias
- Devising and applying diversity and inclusion strategies
- Fostering an inclusive work environment

Who it's for: Team managers or supervisors, or executives responsible for strategic culture efforts and decision-making, or anyone interested in creating an inclusive workplace.

Duration: To complete this program, students will need to spend three to five hours per week for two months.

Cost: Students will need to pay \$3,600, and there is a monthly payment option available.

Find the details about the eCornell program and enroll [here](#).

3. ESSEC Business School – Diversity and Inclusion in the Workplace

Program overview: Power dynamics in the workplace greatly impact how diverse and inclusive that environment is. This is the main focus of this D&I program created by the ESSEC Business School, which also provides students with the best practices to support fellow employees. Students will gain an

understanding of the paradox and dynamics of discrimination in the workplace, as well as how they can be overcome to achieve better results.

This program contains four courses:

- Diversity and Inclusion Foundation
- Categorization and Diversity Perceptions
- Disrupting with Diversity
- Diversity and Inclusion around the world

Who it's for: Young professionals who are just starting their HR careers or those who want to boost their D&I awareness.

Duration: Students will need to spend two hours a week for four weeks.

Cost: As this program is on Coursera, the cost will vary based on the subscription plans.

Find the details about the ESSEC Business School program and enroll [here](#).

4. Catalyst – Inclusive Leadership Professional Certificate

Program overview: Students enrolled in this program will be able to develop inclusive leadership skills to make them successful in the current global economy. The program seeks to equip leaders with inclusive leadership communication skills and an in-depth understanding of the importance of inclusive leadership for work-life effectiveness.

This online training program contains three courses:

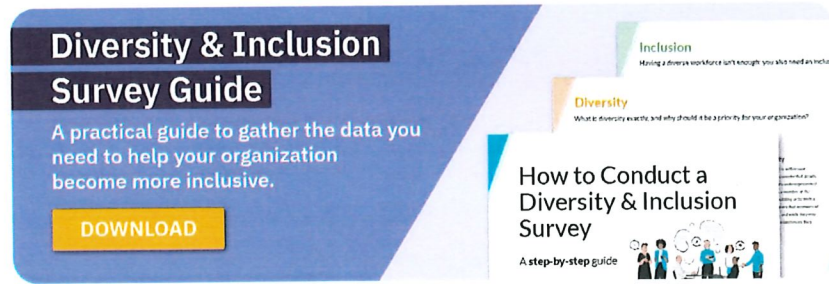
- Become a successful leader
- Get beyond work-life balance
- Leading with effective communication

Who it's for: Beginners who want to hone their skills and become inclusive leaders, or managers, or those who want to take on managerial roles.

Duration: Students will need to put in one to two hours weekly for three weeks.

Cost: This program costs \$147.

Find the details about the Catalyst program and enroll [here](#).



5. American Management Association – Diversity & Inclusion Certificate Program

Program overview: This diversity certification program is all about equipping students with the skills needed to become diversity champions in their organizations and to lead inclusive teams. Upon finishing this program, students will be able to recognize the unique and multidimensional aspects of individual identity, understand unconscious biases and stereotypes on a deeper level, and explore behaviors that promote equity.

Here are several topics the program lessons will touch upon:

- Diversity and Inclusion foundation
- Bridging communication differences
- Emotional intelligence and Diversity and Inclusion
- Leading a successful multicultural team
- Conducting difficult conversations successfully

Who it's for: Leaders at all levels, HR professionals, or others who are responsible for or wish to take responsibility for diversity and inclusion in their organizations.

Duration: This is a three-day online learning program (check out the schedule [here](#))

Cost: Non-AMA members will need to pay \$3,295, while for members, the cost will be \$2,995.

Find the details about the AMA program and enroll [here](#).

6. Purdue University – Understanding Diversity and Inclusion

Program overview: This is a business management program centered around diversity and inclusion, with a particular focus on identifying and addressing unconscious bias. Students will have the chance to develop their knowledge and skills to create more inclusive and open environments where all employees feel welcomed.

Topics to be covered in this program are:

- Phases of diversity dexterity
- Attitudes, skills, and knowledge supporting diversity

- Unconscious bias
- Ethnocentric and ethno-relative mindsets
- Elements of diversity and inclusion

Who it's for: Anyone looking to boost their knowledge, skills, and attitudes toward working in diverse teams.

Duration: Students will need to put in three hours per week for three weeks.

Cost: This program is free of charge.

Find the details about the Purdue University program and enroll [here](#).

7. NDC Certification Program

Program overview: Students enrolled in the National Diversity Council Certification Program will gain first-hand knowledge of creating and implementing highly successful D&I strategies to boost performance. Upon completion, participants should be able to:

- Identify diversity and inclusion as drivers of organizational success and employee engagement in the contemporary business environment
- Perform at a high level as D&I professionals

This program covers five diversity domains:

- The business case for D&I
- Measurement and accountability
- Cultural competence
- Inclusive leadership
- Best practices in Diversity and Inclusion

Who it's for: Professionals working in the D&I field and any other professionals interested in the field.

Duration: This is a five-day virtual training program.

Cost: To enroll, students will need to pay \$5,550 for a five-day virtual classroom, access to NDC toolkit and graduate network, and the CDP (Certified Diversity Professional) examination fee.

Find the details about the NDC certification program and enroll [here](#).

8. HRCI – Certificate in Diversity and Inclusion in HR Management

Program overview: This online learning path designed by HR certification institutes provides you with a solid base in managing diversity and inclusion in the workplace. Students will learn how to create an inclusive work environment, how to approach D&I in a data-driven way to achieve organizational goals, and how to use D&I initiatives across the employee lifecycle to hire and retain employees.

The HRCI program contains the following courses:

- Fostering an Inclusive Culture
- Assessing Diversity and Inclusion
- Hiring and Retaining Diverse Talent

This certificate has been developed in accordance with the International Organization for Standardization's guidance on diversity and inclusion for organizations (ISO 30415:2021). What's more, students who finish the learning path will earn 12 HRCI recertification credits.

Who it's for: D&I and/or HR professionals who want to get practical guidance on building an inclusive culture within their organization.

Duration: The program takes about 12 hours to complete.

Cost: \$239

Find the details about the Certificate in Diversity and Inclusion in HR Management program and enroll [here](#).



FAQ

Have questions? We've got answers about Diversity & Inclusion certification programs! Here are three things that you need to know.

What is a Diversity and Inclusion certification?

D&I certification provides employees with the knowledge and skills related to workplace diversity, hiring and promotion practices, and building an inclusive team. By being D&I certified, you'll be able to demonstrate your expertise in this field to potential employers, thereby increasing your value on the job market and even [boost your pay](#).

What is the best Diversity and Inclusion certification?

Which D&I certification is best depends entirely on your individual and professional development needs, career objectives, and budget. In other words, there is no one-size-fits-all solution to this. To decide which program is best suited for you, here are some factors you should take into account:

Program duration and flexibility: As a working professional, you probably don't have too much time on your hands, and there's bound to be things that might pop up out of the blue. So pick the program that will best fit your schedule and one that you can complete in the near future.

Program cost and what you (or your employer) are willing to pay: Getting D&I certified is an investment. Like any other investment, it'll work best when it's within the range of what you're willing to expense. Many companies have a Learning and Development budget and might also offer extra financial support for you.

Which aspect of D&I you want to focus on: It's impossible to learn everything, so choose one or a few topics that you think are relevant and interesting for you. Some programs will focus more on developing inclusive leadership skills, while others provide you with the foundational knowledge needed to carry out D&I interventions and innovation in a structured manner.

Your seniority, experience, and current level of HR expertise: Some D&I initiatives, such as managing organizational culture transformation or fostering a diversity climate, might require a certain level of seniority to be carried out. Or it might be that a program would require you to have a few years of HR experience. Keep this in mind when choosing the program that you want to enroll in.

How do you get D&I certified?

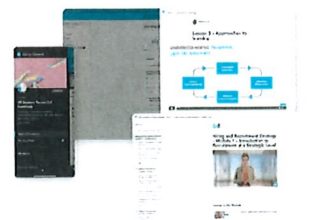
To get D&I certified, you can choose one of the above-mentioned programs or even something else outside of this list if you think that is what's best for you. This is certainly not an exhaustive list of diversity and inclusion training programs, after all. Just make sure that the certification you're getting is recognized by institutions such as HRCI and SHRM. This will lend more credibility and recognition to your profile and credentials.

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Simona Iancu

Simona's passion for learning has made her an expert in translating complex information into easily digestible learning content. Together with her team of talented Marketers at the [Academy to Innovate HR \(AIHR\)](#), Simona helps thousands of HR professionals to find the online certifications they need to stay relevant and learn modern & in-demand HR skills.

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The Human Relations Diversity Board (HRDB) serves as a pivotal advisory body dedicated to fostering inclusivity, understanding, and unity within our community. Comprising passionate individuals committed to promoting diversity, equity, and inclusion, the HRDB collaborates with local stakeholders, provides guidance on relevant initiatives, and works diligently to ensure that the values of respect and equality resonate throughout our community. Through advocacy, education, and outreach, the HRDB stands as a beacon of progress, striving to create a harmonious environment where every individual feels valued and empowered.

What is the Human Relations Diversity Board (HRDB)?

How can the HRDB best support Ocoee?

We want your feedback!



Meetings

The HRDB meets the first Thursday of every month at 6:15pm in the City of Ocoee Commission Chambers.

1 North Bluford Ave.
Ocoee, FL 34761

City of Ocoee Human Relations Diversity Board



The Human Relations Diversity Board's mission is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee.

2024 Members

Mayor's Appointee
William Maxwell
 Vice Chair

District 1 Appointee
Vinny Singh
 Board Member

District 2 Appointee
Michelle Cummings
 Board Member

District 3 Appointee
Josh Cease
 Board Member

District 4 Appointee
Jim Moyer
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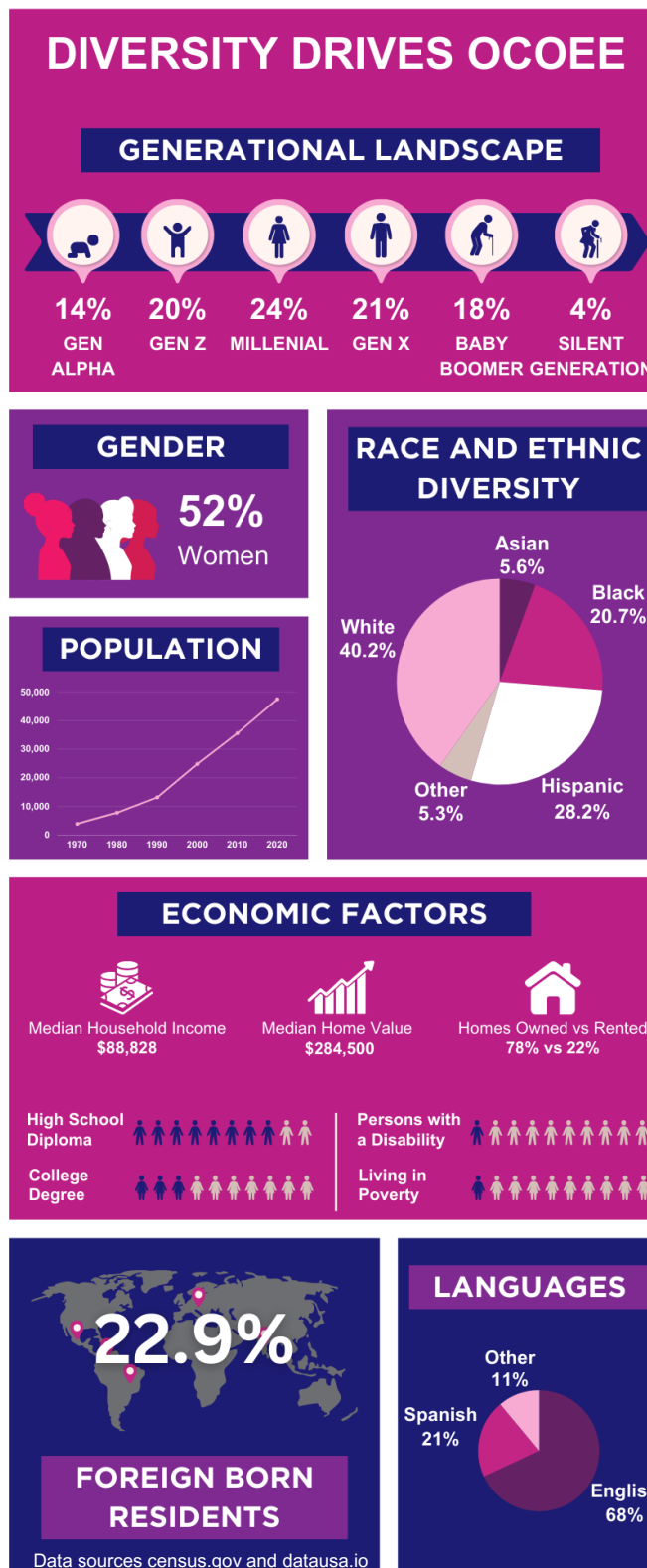
Member at Large
Jason Mellen
 Board Member

Member at Large
Kellie Beck
 Board Member

Non-Voting Members

Staff Liaison
Doug Gaines
 Asst. Support Services Director

Elected Official
Ages Hart
 City Commissioner District 4



Objectives

- Foster mutual understanding and respect among all persons, emphasizing the positive impact that diversity brings to the City of Ocoee;
- Facilitate communication between the City Commission and citizen groups, individuals, and businesses;
- Assist the City Commission in educating the community through projects devoted to eliminating prejudice, racial tension, intolerance, or discrimination;
- Provide suggestions and encourage equality of treatment for, and prevent discrimination against, any persons or businesses by Ocoee City government;
- Serve as an informational conduit to the community at large; and
- Make recommendations to the City Commission and staff on HRDB related matters, as needed.