



Certified Diversity Executive (CDE®)

Certified Diversity Professional (CDP®)



duration

4 Virtual Sessions Over Two Weeks



duration

4 Virtual Sessions Over Two Weeks



class size

Under 25 Students



class size

Under 25 Students



investment

\$3,000



investment

\$2,500



2021 sessions

[January](#) | [April](#) | [September](#)
[December](#)



2021 sessions

[March](#) | [August](#)



purpose

This training challenges conventional diversity, equity, and inclusion work and reinforces the need for organizations to lead DEI initiatives from the top. Strategically position yourself as a leader within your organization driving cultural change.

This training gives you the tools and expertise needed to execute focused diversity leadership strategies and duties. Strategically position yourself as a diversity practitioner who has the knowledge, skill, and ability to successfully execute day-to-day diversity and inclusion tasks.



requirements

24 instructor-led course hours, written exam, and professional project (+15 hours) that demonstrates knowledge and proficiency.

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who is this training for?

Executives and leaders looking to further drive DEI in their organizations in roles such as, but not limited to:

- Chief Diversity Officers
- Chief Human Resource Officers
- Leaders within organizations that drive culture and employee engagement (e.g., CEOs, Chief People Officers, etc.)
- Senior-level Directors
- Diversity Leaders

Professionals in the early stages of their DEI career who strive for professional advancement as well as those whose work involves DEI on a day-to-day basis in roles such as, but not limited to:

- Diversity and Inclusion Professionals
- Talent Acquisition, Development, and Retention Professionals
- Human Resource Specialists
- Managers



learning outcomes

The CDE® will prepare students to remove systemic barriers, such as bias or blind spots, and diversify the board of directors, suppliers, products, services, and more. Upon receiving this certification, students will be able to demonstrate cultural competence and increase their credibility as a DEI change agent, while having built a network of peers for ongoing support.

The CDP® will prepare students to make the business case for DEI and apply best practices when designing and implementing programs. Students will engage in strategic planning around diversity training, recruiting, resource groups, measuring outcomes, and more.



Certified Diversity Executive (CDE®)



curriculum

- Personal Awareness & Managing Blind Spots
- Improving Your Approach to the Bottom Line
- Global Best Practices
- The Elements of Leading a Large-Scale D&I Effort
- Race, Power and Privilege
- Boardroom Diversity
- Supplier Diversity
- Innovation Through D&I
- Impediments to Inclusion & Cultural Competence
- Unconscious Bias
- Executive Commitment & Sponsorship
- Strategic Purpose & Partnerships
- Connecting Demographic Shifts to Organizational Strategy
- Integrating Cultures Amidst Merger & Acquisition Activity
- The Next Generation of Equity, Diversity & Inclusion Work
- Advanced Data Insight and Analysis

Certified Diversity Professional (CDP®)

- The Role of a Diversity Practitioner
- The Business Case for Diversity & Inclusion
- EEO Laws in the U.S. and Abroad
- Harassment Around the World
- Diversity Recruiting & Retention
- Reinventing Diversity Training
- Handling Difficult Conversations
- Resource Groups & Diversity Councils
- Empowering Women in the Workplace
- Disability & Special Needs Accommodations
- Generational Intelligence
- Designing Programs for Veterans
- Immigrant Groups in the Workplace
- Navigating Through Religion & Belief Systems
- LGBTQ+ Inclusion
- Measuring the Impact of Diversity & Inclusion

our mission

The Diversity Movement (TDM) is changing the way businesses approach diversity, equity, and inclusion. We're using a data-driven, technology-enabled approach to embed DEI into the core of how you do business, driving real change that produces measurable results.

Unsure which diversity certification program is the right fit for you?

[CONTACT US](#)