

LEADING A DIVERSE WORKFORCE



WHEN

TBD

PRICE

\$4,500

WHERE

Live Online

EXECUTIVE CERTIFICATE TRACK

Management and Leadership

There are numerous reasons for companies to be focused on diversity, equity, and inclusion (DEI), however there is no one-size-fits-all manual for leading and managing a diverse workforce. If handled poorly, an organization can experience the very opposite of the benefits it seeks. This critical new course is designed to help you understand and tackle the challenges and opportunities of workplace DEI.

Faculty will share frameworks and research that identify best practices while also recognizing that the evidence base is still emerging and that different approaches are needed in different contexts. This course will focus on the dynamics of race and gender and primarily draw on data from the U.S., with some attention to other identities and dimensions of difference (e.g., nationality, sexual orientation, ability, and more).

Please visit our website for the most current information.

executive.mit.edu/ldw

FACULTY*



Emilio Castilla



Roberto Fernandez



Erin Kelly

**Please note, faculty may be subject to change.*

TAKEAWAYS

As a participant in this course, you will explore:

- The business case for diversity—why do you care, and why are you here?
- The gap between DEI theory and practice, and how to close that gap
- How to identify problems in your organization and approach them analytically
- What has and has not worked for the participants in the class, and why
- The upside and downside of meritocracy
- Why it's ok, and maybe encouraged, to be skeptical of popular approaches to diversity in the workforce
- How to adapt evidence-based best practices to your own organization to ensure that you are successful in achieving diversity and inclusion in your organization
- How to measure and evaluate your progress

You will leave the course with a framework for learning how to grow and guide diversity in your organization as well as a set of challenging questions to ask yourself and your team.

WHO SHOULD ATTEND

This program is designed for executives and managers who are interested in an evidence-based approach to DEI in organizations. It will be of interest to those responsible for hiring and managing talent, HR directors and managers, and those for whom DEI is core to their role. The course is also for directors of organizational development and corporate strategy, vice presidents of operations, and other interested line leaders.



Given the millions of dollars spent on making and monitoring [diversity efforts], surprisingly little evidence exists on the efficacy of various policies and practices adopted by organizations to address the problems and to capture the benefits of having a demographically diverse workforce.

– Emilio Castilla

CONTACT INFORMATION

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