



DIVERSITY, EQUITY, AND INCLUSION CERTIFICATE PROGRAM

Open to all Faculty & Staff

The Diversity, Equity, and Inclusion (DEI) Certificate Program at Marywood is cohort model designed to increase the level of awareness, understanding, and action for equity by creating an inclusive community that reinforces the University's Core Values and Mission. One major purpose of our equity work at Marywood is to identify, recruit, and retain diverse individuals at all levels of the institution. DEI represents a healthy campus climate that proactively prepares our students for the global marketplace, and our faculty and staff to be leaders for inclusive excellence. The overarching goal of this certificate is to foster active engagement of our faculty and staff with our student body and to promote an environment of opportunity and success for all members on campus. Participants who obtain the certificate will gain the competencies necessary to enact systemic change at Marywood and in higher education.

FOUR CORE COMPONENTS

Participants for the DEI Certificate must:

- **Attend at least five (5) DEI Workshops and/or Events**

At this time, all workshops are being offered virtually. In the future, we hope to offer more in-person sessions as permitted by medical community guidance. All programming session schedules will be posted on the TRHT webpage and the Office of Institutional Equity & Inclusion webpage

- **Submit a Diversity Statement**

The DEI statement is expected to integrate and highlight participants' professional development/experiences. The TRHT webpage has a collection of resources to help with constructing the DEI statement, but participants are encouraged to go beyond this to find your own resources that speak to your area of diversity study (i.e., antiracist work, white fragility, implicit bias, microaggressions, culturally responsive teaching, etc.)

- **Present a Reflective Portfolio/e-portfolio**

A reflective practice portfolio is due for certificate completion and is meant to reflect on the events you attended, workshops you participated in, discoveries you made through research, etc. The portfolio should explore how your understanding of DEI has evolved and address how you will use this new knowledge in your work, your practice, your community, your social spaces, etc

- **Intercultural Development Inventory Assessment**

Participate in the Intercultural Development Inventory (IDI) Assessment pre-and-post survey – focus group and individual assessment

The program will be offered in the fall and spring semesters beginning the week of **January 18, 2021**. Completion of the certificate is one calendar year from your chosen start date.

Continuing Education and Act 48 credits are available (where applicable)

INFORMATION SESSIONS (Zoom)

Wednesday, Dec 16 | 10 am & 1 pm

Thursday, Dec 17 | 1 pm & 3 pm

To learn more about the DEI Certificate, please join us for an information session to discuss the details, timelines, and specifics.

*Participants **must attend** a group information session or schedule an individual information session. There is a cap of 30 participants per cohort.*

REGISTRATION

To register for an information session, please complete the form [here](#)

FOR MORE INFORMATION

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If you are interested in participating in the DEI Certificate Program, please complete the registration form [here](#) and sign up for one of the information sessions.