LinkedIn Learning Courses on Diversity and Inclusion

COURSE
Managing a Diverse Team
By: Vanessa Womack

1h 21m · **Skills:** Talent Management, Communication

https://www.linkedin.com/learning/managing-a-diverse-team/welcome?u=26115042

Team leaders should aim to create an inclusive culture that celebrates differences and fosters the best performance from every team member. In this course, leadership coach Vanessa Womack equips you with knowledge and impactful strategies that can help you successfully manage, counsel, and lead a diverse team. Vanessa first explains how to prepare yourself to lead by identifying cornerstones of diversity and reviewing diversity and inclusion terminology. She then shares strategies for observing and coaching your team to cultivate behaviors that build trust and strengthen relationships.

COURSE
Diversity and Inclusion in a Global Enterprise
By: Stefanie Johnson

38m 41s left · **Skills:** Human Resources (HR), Talent Management

https://www.linkedin.com/learning/diversity-and-inclusion-in-a-global-enterprise/what-is-diversity-and-inclusion?u=26115042

Finding ways to effectively lead diversity efforts is often seen as the grand challenge for today's leaders, particularly when you consider the complexity of a global workforce. In this course, join Stefanie Johnson as she discusses the benefits of diversity in general, and shares ways that organizations can enhance diversity and inclusion in different cultural contexts. Stefanie explains how prioritizing diversity can be beneficial to your business, goes over how to create a local or global strategy, and shares a real-world example to help you grasp what a global diversity strategy looks like in practice. Plus, she goes into using benchmarks to see if your diversity efforts are working, and details approaches to diversity and inclusion in different cultural landscapes.

COURSE
Diversity, Inclusion, and Belonging
By: Pat Wadors

51m 48s left · **Skills:** Talent Management

https://www.linkedin.com/learning/diversity-inclusion-and-belonging/what-is-dibs?u=26115042

Diversity has come to mean having a culture that values uniqueness. Inclusion means inviting diverse groups in—ensuring that people with different viewpoints, cultures, genders, and races can take part in company life. If you're tuned in to conversations about HR, you've probably heard these terms come up quite often. But there's also a third piece which works to fully actualize the first two: belonging. It's belonging that helps make each individual fully known and accepted for who they are. This is the critical key to fully honoring and engaging the whole person at work. In this course, explore the Diversity, Inclusion, and Belonging (DIBs) approach, and discover how to activate it in your organization. Join HR luminary Pat Wadors as she explains how to drive the conversation on DIBs, hire and retain diverse talent, listen to your employees, and integrate DIBs into your employee lifecycle.

COURSE
Inclusive Leadership
By: Dr. Shirley Davis

1h 0m · **Skills:** Organizational Leadership, Talent Management

https://www.linkedin.com/learning/inclusive-leadership/inclusion-isn-t-diversity?u=26115042

Join global workforce management expert Dr. Shirley Davis as she shares how to create and lead an organization that leverages the diverse talents of all contributors. Dr. Davis reveals the benefits of inclusive leadership, including the positive impacts it can have on employee engagement, innovation, and creativity. She then outlines a best practice framework for developing inclusive leaders in an organization, and shares tips for avoiding common leadership pitfalls. Upon wrapping up this course, you'll be equipped with practical strategies you can use to cultivate a more inclusive workforce.

COURSE
Creating Change: Diversity and Inclusion in the Tech Industry
By: Aubrey Blanche, Craig Newmark, Tracy Chou, and Kimberly Bryant

46m 27s

https://www.linkedin.com/learning/creating-change-diversity-and-inclusion-in-the-tech-industry/creating-change-diversity-and-inclusion-in-the-tech-industry-2?u=26115042

Issues surrounding diversity have troubled the technology industry for years. While tech giants have the ability to architect often thrillingly imaginative solutions, the data—or lack of data—on diversity reveals that these companies are less than innovative when it comes to creating a workforce where everyone has an equal shot at success. This documentary-style course explores this issue, showcasing efforts made at a variety of levels to address the issue of inclusion in tech.

Learn about four individuals—including Craigslist founder Craig Newmark and Black Girls Code founder Kimberly Bryant—who are leading diversity and inclusion efforts at a variety of levels: developing formalized processes within an organization, serving as a diversity advocate and activist, becoming a vocal ally, and forming an organization to help inspire young girls to pursue a career in tech. Each of these professionals go beyond merely calling

attention to the issue of diversity in the tech industry; they share actionable takeaways, and empower viewers to understand that every member of the tech industry—whether they're an employee, manager, leader, or philanthropist—has the ability to affect change.

COURSE
Leading Inclusive Teams
By: Daisy Lovelace

1h 0m · **Skills:** Talent Management, Communication

https://www.linkedin.com/learning/leading-inclusive-teams/understand-unconscious-bias-in-hiring?u=26115042

High-performing teams are comprised of employees who feel empowered, valued, and accepted. By taking steps to establish an inclusive team dynamic, you can positively impact both your team's morale and your bottom line. In this course, learn how to create a shared understanding of why inclusion is important for your team, as well as revamp your own leadership and communication practices to ensure that your diverse team continues to thrive. Instructor Daisy Lovelace shows how to give everyone a chance to participate in these efforts, and create an environment that makes everyone feel comfortable bringing their true self to the office—without ever feeling like an outsider. Learn how to model open communication, discover implicit associations, delegate work equitably, and more.

COURSE
Managing Diversity
By: Catherine Mattice Zundel

36m 34s · **Skills:** Talent Management, Leadership

https://www.linkedin.com/learning/managing-diversity-2/welcome?u=26115042

Successful companies value diversity and inclusion. Diverse workplaces increase innovation, retention, and market share. But what does an inclusive work environment look like? And what does it mean to manage diversity? Using real case studies and examples, HR consultant Catherine Mattice helps you create a strategic plan to support diversity and inclusion in your workplace and manage a diverse workforce.

She outlines a process for creating a strategic plan and benchmarks for success. To bring your plan to life, she provides tips for implementing a diversity policy, recruiting and hiring, and asking diversity-related questions during interviews. (Compliance issues are also discussed along the way.) Catherine also explains how to integrate diversity within the performance management processes, including measuring employees on their ability to work well with others and measuring managers on their ability to drive and implement diversity initiatives.

Last, she covers "people practices," such as improving communication through open-door policies and ensuring work-life balance accommodates employees' lives and family responsibilities. When you're faced with organizational challenges, such as resistance to change, prejudice, or fear, Catherine provides tools to address them head-on.

COURSE
Jeff Weiner on Managing Compassionately
By: Jeff Weiner

1m 19s left · **Skills:** Management

https://www.linkedin.com/learning/jeff-weiner-on-managing-compassionately/what-is-compassionate-management?u=26115042

Hear from Jeff Weiner, the CEO of LinkedIn, about the rationale for exercising compassion in leadership. Jeff shares how he turned his past experiences into valuable lessons that influence the way he approaches business today. He tells about realizations he had during his career regarding effective and ineffective management styles and how his gradual awareness, coupled with a desire for improvement, led to transformation and change. Then, he conveys ways that organizations benefit from establishing a considerate culture including reduced conflict and increased productivity. Thoughts on coaching and leveraging the strengths of individuals are also voiced.

COURSE
Communicating about Culturally Sensitive Issues
By: Daisy Lovelace

55m 11s

https://www.linkedin.com/learning/communicating-about-culturally-sensitive-issues/welcome?u=26115042

Discussions about cultural differences can be uncomfortable. They take courage. In this course, business communication professor Daisy Lovelace shares principles and strategies that can help you have more productive, meaningful conversations on topics related to diversity. Daisy helps you understand that everyone has a unique lens based on their experiences, and that understanding and appreciating that difference is the first step in being able to discuss sensitive topics. She also outlines a number of techniques to help you navigate these difficult conversations.

COURSE
Confronting Bias: Thriving Across Our Differences
By: Verna Myers and Arianna Huffington

40m 2s · **Skills:** Teamwork

https://www.linkedin.com/learning/confronting-bias-thriving-across-our-differences/introduction-by-arianna-huffington?u=26115042

Find greater meaning, well-being, and productivity by learning how to interact with others across differences. Continue your Thrive journey and discover how to create inclusive environments where everyone can thrive. In this course, Arianna Huffington and Verna Myers discuss the impact of our cultural lens on our daily relations and how to counter bias in our words and actions.

COURSE
Unconscious Bias
By: Stacey Gordon

22m 30s left · **Skills:** Talent Management, Communication

https://www.linkedin.com/learning/unconscious-bias/welcome?u=26115042

We're all biased. Our experiences shape who we are, and our race, ethnicity, gender, height, weight, sexual orientation, place of birth, and other factors impact the lens with which we view the world. In this course, diversity expert Stacey Gordon helps you recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint. Stacey explains some of the most common forms that a bias takes: affinity bias, halo bias, perception bias, and confirmation bias. She helps you recognize the negative effects of bias within your organization, as well as the benefits to be realized by uncovering bias in decision-making processes. Finally, she outlines strategies for overcoming personal and organizational bias.

COURSE
Diversity: The Best Resource for Achieving Business Goals
By: Big Think

32m 21s left · **Skills:** Organizational Leadership, Executive Leadership

https://www.linkedin.com/learning/diversity-the-best-resource-for-achieving-business-goals/claire-groen-design-discussion-programs-to-address-unconscious-bias-2?u=26115042

"Diversity and inclusion" has become such a familiar phrase that it's easy to lose sight of what it means. Workplaces that incorporate a wide range of human experience—across gender, culture, age, sexual preference, and other differences—are more adaptable and more innovative places to work than their more homogeneous competitors. Not surprisingly, they do better on recruitment, retention, productivity—basically any measure of success you can think of. This course explains how to improve your organization's diversity and inclusion by thoughtfully examining the challenges and opportunities they present. Learn how to support a diverse workforce through wise management, carefully structured conversations, and a culture designed to celebrate the unique value of each team member.

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