

Diversity, Equity, Accessibility and Inclusion Content Mapping

Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: Diversity, Equity, Accessibility and Inclusion Strategy						
1	Executive Ownership	Executives of the organization fully embrace, support, and model the behavior of the corporation's diversity, inclusion and belonging (DIB) strategies and programs.	664811	Diversity and Inclusion in a Global Enterprise	General	0:53:24
			689761	Creating a Culture of Change	C-Suite	0:56:35
			758617	Leading Change	C-Suite	1:12:05
			2874004	Leading Your Org on a Journey of Allyship	Manager	0:28:31
			2824379	Fostering Belonging as a Leader	General	0:31:28
			5022327	Leading Your Team Through Change	Manager	0:21:24
			706917	Leading Globally	C-Suite	1:17:14
			2848250	Supporting the Whole Self at Work, a Diversity and Inclusion Imperative	General	0:31:44
			2864030	Driving Change and Anti-Racism	General	0:16:17

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: Diversity, Equity, Accessibility and Inclusion Strategy						
2	Anchoring DIB in Business Strategy	DIB strategies and programs that are fully integrated and complement the business strategies of the organization ensuring full management support and implementation. DIB is a value and an organizing belief system throughout the company.	2819028	Diversity, Inclusion, and Belonging	General	0:47:19
			2874004	Leading Your Org on a Journey of Allyship	Manager	0:28:31
			2802469	Diversity: The Best Resource for Achieving Business Goals	C-Suite	0:33:11
			2823546	Rolling Out a Diversity and Inclusion Training Program in Your Company	General	0:37:28
			2804657	Women Helping Women Succeed in the Workplace	General	0:24:22
			2848273	Advocating for Change in Your Organization	General	0:25:03
			624208	Creating a Positive and Healthy Work Environment	Senior Manager	1:04:16
			802827	Handling Workplace Bullying	General	0:42:33
			645013	Inclusive Leadership	C-Suite	1:00:40
			784280	Leading Inclusive Teams	Manager	1:00:06
2825692	Inclusive Selling: Selling Across Culture, Race, and Gender Differences	Individual Contributor	0:49:05			
656808	Marketing for Social Change	General	0:34:57			

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Diversity, Equity, Accessibility and Inclusion Strategy					
		Learning Path	Diversity, Inclusion, and Belonging for HR Professionals and Leaders	General	8:56:00
		Learning Path	Become an Inclusive Leader	General	6:40:00

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: Diversity, Equity, Accessibility and Inclusion Strategy						
3	Connecting to Talent Strategy	Use strategies that help attract, retain, and promote a diverse talent pool that is inclusive of all traits and characteristics that make people unique, ensuring an ongoing commitment to DIB throughout the organization.	2848247	Creating Psychological Safety for Diverse Teams	General	0:22:19
			2819137	Developing a Diversity, Inclusion, and Belonging Program	Senior Manager	0:29:56
			2823580	Uncovering Unconscious Bias in Recruiting and Interviewing	General	0:51:38
			2818079	Diversity Recruiting	General	1:05:55
			5038200	Managing Generation Z	Manager	0:32:27
			2860033	Adding Value through Diversity	#N/A	#N/A
			625917	Managing a Multigenerational Workforce	Senior Manager	0:56:02
			2813256	Connecting with Your Millennial Manager	General	0:38:02
			797725	Managing Someone Older Than You	Manager	0:37:29
			548771	Hiring and Developing Your Future Workforce	General	1:29:26
			624208	Creating a Positive and Healthy Work Environment	Senior Manager	1:04:16
			441831	Recruiting Veterans	General	0:43:22
471665	Technical Recruiting	General	1:05:32			

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Diversity, Equity, Accessibility and Inclusion Strategy					
		808670	Leading through Relationships	Manager	0:48:44
		2824379	Fostering Belonging as a Leader	General	0:31:28
		3107155	Building a Diverse Professional Network	Individual Contributor	0:19:15
		2812492	Overcoming Imposter Syndrome	General	0:32:02
		794118	Teaching Civility in the Workplace	General	0:50:17
		2870082	Dealing with Microaggression as an Employee	Individual Contributor	0:54:43
		2825747	Women Transforming Tech: Tips for Career Success	General	0:22:15
		Learning Path	Diversity, Inclusion, and Belonging for HR Professionals and Leaders	General	8:56:00
		Learning Path	Recruit and Maximize Talent	General	7:42:00

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: Diversity, Equity, Accessibility and Inclusion Strategy						
4	DIB Vision, Mission, and Purpose	Articulate the vision and mission statements of a corporation's DIB strategy, bringing it to life throughout the organization. Define the purpose, the commitment, and the desired outcomes.	2819137	Developing a Diversity, Inclusion, and Belonging Program	Senior Manager	0:29:56
			2874004	Leading Your Org on a Journey of Allyship	Manager	0:28:31
			2819028	Diversity, Inclusion, and Belonging	General	0:47:19
			2823580	Uncovering Unconscious Bias in Recruiting and Interviewing	General	0:51:38
			2825601	Creating a Connection Culture	General	0:58:35
			664811	Diversity and Inclusion in a Global Enterprise	General	0:53:24
			2825698	Inclusive Mindset	General	0:55:03
			Learning Path	Diversity, Inclusion, and Belonging for Leaders and Managers	Managers	6:14:00
			Learning Path	Diversity, Inclusion, and Belonging for All	General	4:53:00

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Framework: Diversity, Equity, Accessibility and Inclusion Strategy						
5	Diversity, Inclusion, and Belonging Assessment	Evaluate and identify the current level and effectiveness of DIB strategies in place today. Conduct a needs assessment, surfacing gaps, to select strategies and programs going forward.	704110	Confronting Bias: Thriving Across Our Differences	General	0:40:02
			2874004	Leading Your Org on a Journey of Allyship	Manager	0:28:31
			2865035	How to Support Colleagues from Marginalized Groups	Individual Contributor	0:33:01
			5025098	Skills for Inclusive Conversations	General	0:53:12
			2835068	Preparing to Lead: Developing Mental Toughness in Yourself	General	0:32:20
			2825698	Inclusive Mindset	General	0:55:03
			2870082	Dealing with Microaggression as an Employee	Individual Contributor	0:54:43
			2825692	Inclusive Selling: Selling Across Culture, Race, and Gender Differences	Individual Contributor	0:49:05
			2848321	Difficult Conversations: Talking about Race at Work	General	0:16:15

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Framework: Diversity, Equity, Accessibility and Inclusion Strategy						
6	Alignment with Culture	Move from an organization that speaks about diversity, inclusion, and belonging to an organization that acts on creating and operating a culture of DIB in which all constituencies feel heard, are fully engaged, and feel empowered to be their authentic self in the workplace.	664802	Communicating about Culturally Sensitive Issues	General	0:55:11
			746261	Communicating Across Cultures	General	0:32:48
			2825696	Speaking Up At Work	General	0:22:24
			2865035	How to Support Colleagues from Marginalized Groups	Individual Contributor	0:33:01
			2848250	Supporting the Whole Self at Work, a Diversity and Inclusion Imperative	General	0:34:44
			3107155	Building a Diverse Professional Network	Individual Contributor	0:19:15
			779733	Cultivating Cultural Competence and Inclusion	General	0:47:36
			2837264	Self-Compassion: The Proven Power of Being Kind to Yourself (Blinkist Summary)	General	0:28:52
			716048	Preventing Harassment in the Workplace	General	0:56:07
			802827	Handling Workplace Bullying	General	0:42:33
704110	Confronting Bias: Thriving Across Our Differences	General	0:40:02			

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Diversity, Equity, Accessibility and Inclusion Strategy					
		2865036	The Power of Introverts	General	0:36:00
		2877077	The Science of Compassion: Getting Started	General	0:54:00
		2877078	The Science of Compassion: The Upward Spiral of Compassion	General	0:37:00
		2864299	Color and Cultural Connections	General	0:35:52
		Learning Path	Diversity, Inclusion, and Belonging for Leaders and Managers	Managers	6:14:00
		Learning Path	Diversity, Inclusion, and Belonging for All	General	4:53:00

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Framework: Diversity, Inclusion, and Belonging Contributors						
7	Culture and Ethnicity	Cultures and ethnicities are categories of people who identify with one another on the basis of a belief of common descent. Descent-based attributes include common language, ancestry, history, society, culture, nation, religion, race, or social treatment of a specific group.	758621	Multinational Communication in the Workplace	General	0:40:12
			756276	Social Interactions for Multinational Teams	General	0:51:07
			2848321	Difficult Conversations: Talking about Race at Work	General	0:16:15
			2864299	Color and Cultural Connections	General	0:35:52
			2818079	Diversity Recruiting	General	1:05:55
			2866005	Just Ask: Kwame Christian on Discussing Race	General	0:27:59
			2864030	Driving Change and Anti-Racism	General	0:16:17
			2848250	Supporting the Whole Self at Work, a Diversity and Inclusion Imperative	General	0:34:44
	Learning Path		How to Engage Meaningfully in Allyship and Anti-Racism	General	2:01:00	

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Framework: Diversity, Inclusion, and Belonging Contributors					
Race, Gender, Generation	Race refers to a grouping of people based on shared physical or social qualities. Gender refers to a range of characteristics pertaining to, and differentiating between, masculinity and femininity. Generation typically refers to groups of people born over a 15–20 year period.	2837225	Out and Proud: Approaching LGBT Issues in the Workplace	General	0:19:33
		2865035	How to Support Colleagues from Marginalized Groups	Individual Contributor	0:33:01
		5040392	Fighting Gender Bias at Work	General	0:14:09
		5038200	Managing Generation Z	Manager	0:32:27
		5038214	Marketing to Generation Z	General	0:28:51
		625917	Managing a Multigenerational Workforce	Senior Manager	0:56:02
		2813256	Connecting with Your Millennial Manager	General	0:38:02
		797725	Managing Someone Older Than You	Manager	0:37:29
		2804657	Women Helping Women Succeed in the Workplace	General	0:24:22
		5002835	Becoming a Male Ally at Work	General	0:41:38
		2810166	Women Transforming Tech: Breaking Bias	General	0:22:22
		2811024	Women Transforming Tech: Building Your Brand	General	0:14:05

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Diversity, Inclusion, and Belonging Contributors					
8		2805907	Women Transforming Tech: Finding Sponsors	General	0:13:40
		2807858	Women Transforming Tech: Getting Strategic with Your Career	General	0:16:50
		2808545	Women Transforming Tech: Networking	General	0:19:46
		2807859	Women Transforming Tech: Voices from the Field	General	0:25:37
		2354000	Women Transforming Tech: Career Insights	General	0:11:33
		800197	Leadership Strategies for Women	General	1:09:13
		2825747	Women Transforming Tech: Tips for Career Success	General	0:22:15
		2252217	Managing Multiple Generations	Senior Manager	0:42:10
		2813185	Getting to Yes: Advice for Female Founders on How to Get Funded	General	0:44:07
		2297061	Become a Courageous Female Leader	General	0:49:56
		625918	Proven Success Strategies for Women at Work	General	1:30:44
	2818142	Own It: The Power of Women at Work	General	0:39:05	

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Diversity, Inclusion, and Belonging Contributors					
			Learning Path Women in Leadership	General	12:28:00

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Framework: Diversity, Inclusion, and Belonging Contributors						
9	Inclusive Accommodations	Aim to please a diverse range of individuals and accommodate a variety of experiences and ways of interacting with the world.	791356	Inclusive Instructional Design	General	1:13:46
			614288	Creating Accessible Documents in Microsoft Office	General	0:25:18
			461908	Teaching Techniques: Making Accessible Learning	General	0:50:45
			2848272	Inclusive Mindset for Committed Allies	Individual Contributor	0:23:40
			423907	Customizing Windows 10 for Accessibility and Ease of Use	General	0:59:14
			423785	Customizing Macs for Accessibility and Ease of Use	General	0:51:47
			585224	Finding Your Introvert/Extrovert Balance in the Workplace	General	0:59:25
			746308	Managing Your Career as an Introvert	General	0:37:59
			2833001	Advanced Accessible PDFs	General	4:27:09
			751311	Managing Depression in the Workplace	General	1:03:10
			2860033	Adding Value through Diversity	General	0:28:31
			2841516	Balancing Work and Life as a Work-from-Home Parent	General	0:28:31

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Diversity, Inclusion, and Belonging Contributors					
		606090	Accessibility for Web Design	General	2:04:26
		751319	EPUB Accessibility Using InDesign	General	2:41:02
		751342	Accessible Video: Caption, Search, and Compliance Strategies	General	2:36:24

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Framework: Diversity, Inclusion, and Belonging Contributors					
10	Veteran A veteran is a person who has had extensive or lengthy experience in a specific field, commonly referring to a person who has served in the military.	441831	Recruiting Veterans	General	0:43:22
		368414	Translating Your Military Skills to Civilian Workplace	General	0:47:28
		504298	Florent Groberg on Finding Your Purpose after Active Duty	General	2:36:26
		587870	LinkedIn for Veterans	General	0:53:12
		Learning Path	Transition from Military to Civilian Employment	General	17:31:00
		Learning Path	Transition from Military to Student Life	General	29:37:00
		Learning Path	Get Ahead as a Military Spouse	General	18:24:00

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: DEI Solution Design						
11	Desired Outcomes	State and quantify the desired changes and results anticipated from the implementation of a particular program or set of initiatives. Outcome statements should include measurable goals, establish intended objectives, and include a roadmap of how these will be accomplished.	704110	Confronting Bias: Thriving Across Our Differences	General	0:40:02
			2825336	Dealing with Difficult People in Your Office	General	0:19:01
			598481	Working with Difficult People	General	1:46:37
			2825696	Speaking Up At Work	General	0:22:24
			2819137	Developing a Diversity, Inclusion, and Belonging Program	Senior Manager	0:29:56
			2819028	Diversity, Inclusion, and Belonging	General	0:47:19
			2853001	Empathy in Business: Design for Success	General	0:45:19
			746303	Having Difficult Conversations	General	1:07:09
			515183	Unconscious Bias	General	0:24:20
			2822466	Working with High-Conflict People as a Manager	General	0:44:18
			2841554	Inclusion During Difficult Times	General	0:37:56
624208	Creating a Positive and Healthy Work Environment	Senior Manager	1:04:16			

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: DEI Solution Design					
		2804657	Women Helping Women Succeed in the Workplace	General	0:24:22
		2835013	Building Change Capability for Managers	Manager	0:55:40
		3107155	Building a Diverse Professional Network	Individual Contributor	0:19:15
		622050	Developing Adaptable Employees	Manager	0:51:56
		622051	Developing Adaptable Managers	Senior Manager	0:44:08
		2825698	Inclusive Mindset	General	0:55:03
		2822453	Driving Measurable, Sustainable Change	General	0:50:43

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: DEI Solution Design						
12	Alignment with DIB Strategy	Shift from a compliance mindset of DIB strategies to full integration throughout the organization. DIB is viewed as a critical element of a company's business strategies and growth objectives.	779733	Cultivating Cultural Competence and Inclusion	General	0:47:36
			2823580	Uncovering Unconscious Bias in Recruiting and Interviewing	General	0:51:38
			664811	Diversity and Inclusion in a Global Enterprise	General	0:53:24
			2848272	Inclusive Mindset for Committed Allies	Individual Contributor	0:23:40
			656779	Managing a Diverse Team	Manager	1:20:52
			5025098	Skills for Inclusive Conversations	General	0:53:12
			2824379	Fostering Belonging as a Leader	General	0:31:28
			2860033	Adding Value through Diversity	Individual Contributor	0:23:40
			2848250	Supporting the Whole Self at Work, a Diversity and Inclusion Imperative	General	0:31:44
			2864030	Driving Change and Anti-Racism	General	0:16:17
	Learning Path		How to Engage Meaningfully in Allyship and Anti-Racism	General	2:01:00	

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS	
Framework: DEI Solution Design						
13	Technology	Use technology that helps move the business, including customers and employees, forward towards comprehensive and strategic DIB application globally.	642484	Creating Change: Diversity and Inclusion in the Tech Industry	General	0:46:27
			2849268	Inclusive Tech: Conducting Humane Code Reviews	General	0:42:11
			2354000	Women Transforming Tech: Career Insights	General	0:11:33
			2810166	Women Transforming Tech: Breaking Bias	General	0:22:22
			2811024	Women Transforming Tech: Building Your Brand	General	0:14:05
			2805907	Women Transforming Tech: Finding Sponsors	General	0:13:40
			2807858	Women Transforming Tech: Getting Strategic with Your Career	General	0:16:50
			2808545	Women Transforming Tech: Networking	General	0:19:46
			2864299	Color and Cultural Connections	General	0:35:52
			791356	Inclusive Instructional Design	General	1:13:46
			614288	Creating Accessible Documents in Microsoft Office	General	0:25:18
			461908	Teaching Techniques: Making Accessible Learning	General	0:50:45

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: DEI Solution Design					
		543904	John Maeda on Design, Business, and Inclusion	General	0:23:41
		656808	Marketing for Social Change	General	0:34:57
		423907	Customizing Windows 10 for Accessibility and Ease of Use	General	0:59:14
		423785	Customizing Macs for Accessibility and Ease of Use	General	0:51:47
		2852003	React: Accessibility	General	0:34:52
		606090	Accessibility for Web Design	General	2:04:26
		751319	EPUB Accessibility Using InDesign	General	2:41:02
		751342	Accessible Video: Caption, Search, and Compliance Strategies	General	2:36:24
		2833001	Advanced Accessible PDFs	General	4:27:09

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: DEI Solution Design					
14	Implementation Approach	664802	Communicating about Culturally Sensitive Issues	General	0:55:11
		746261	Communicating Across Cultures	General	0:32:48
		2848247	Creating Psychological Safety for Diverse Teams	General	0:22:19
		2818079	Diversity Recruiting	General	1:05:55
		2864030	Driving Change and Anti-Racism	General	0:16:17
		5040392	Fighting Gender Bias at Work	General	0:14:09
		802827	Handling Workplace Bullying	General	0:42:33
		2841554	Inclusion During Difficult Times	General	0:37:56
		716048	Preventing Harassment in the Workplace	General	0:56:07
		495346	Gary Hamel on Busting Bureaucracy	General	1:04:49
		2834040	How to Be an Adaptable Employee during Change and Uncertainty	General	0:35:20
653251	Marketing to Millennials	General	1:39:00		

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: DEI Solution Design					
		797726	Marketing to Diverse Audiences	General	0:51:21
		2825692	Inclusive Selling: Selling Across Culture, Race, and Gender Differences	Individual Contributor	0:49:05
		2823289	Making Change Last	General	0:24:10
		711796	Managing Organizational Change for Managers	Manager	1:22:43
		373788	Developing Cross-Cultural Intelligence	General	1:06:58

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Framework: Change Management & Communication						
15	Communicating Change	Create a detailed plan of when the change will occur, how it will occur, and who will be communicating it across the company, by departments, to specific individuals. The communication needs to be open and honest, describing how the change will be	2823041	Communicating Change in an Enterprise-Wide Transformation	General	0:39:58
			2870082	Dealing with Microaggression as an Employee	Individual Contributor	0:54:43
			580624	Communicating in Times of Change	Senior Manager	0:51:58
			2841066	Communicating Internally during Times of Uncertainty	Manager	0:31:21
			2825692	Inclusive Selling: Selling Across Culture, Race, and Gender Differences	Individual Contributor	0:49:05
			2242035	Humble Leadership: The Power of Relationships, Openness, and Trust (getAbstract Summary)	Senior Manager	0:13:11

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Framework: Change Management & Communication						
16	Change Strategy	Create a plan that addresses how to make change happen throughout an organization. Implement changes to important factors of the business to achieve sustainable and lasting change.	2864030	Driving Change and Anti-Racism	General	0:16:17
			689761	Creating a Culture of Change	C-Suite	0:56:35
			2823546	Rolling Out a Diversity and Inclusion Training Program in Your Company	General	0:37:28
			2848273	Advocating for Change in Your Organization	General	0:25:03
			2841554	Inclusion During Difficult Times	General	0:37:56
			2822453	Driving Measurable, Sustainable Change	General	0:50:43
			495346	Gary Hamel on Busting Bureaucracy	General	1:04:49
			758617	Leading Change	C-Suite	1:12:05
			5022327	Leading Your Team Through Change	Manager	0:21:24
			2848250	Supporting the Whole Self at Work, a Diversity and Inclusion Imperative	General	0:31:44

Diversity, Equity, Accessibility and Inclusion Content Mapping

Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Change Management & Communication					
17	Change Tactics		Take a systemic approach dealing with the transition or transformation of a company's DIB goals and objectives. Leverage activities that help move change forward and throughout an organization and help people adapt to the change.		
		642484	Creating Change: Diversity and Inclusion in the Tech Industry	General	0:46:27
		2874004	Leading Your Org on a Journey of Allyship	Manager	0:28:31
		2823580	Uncovering Unconscious Bias in Recruiting and Interviewing	General	0:51:38
		2819028	Diversity, Inclusion, and Belonging	General	0:47:19
		5028612	Bystander Training: From Bystander to Upstander	General	0:41:00
		779733	Cultivating Cultural Competence and Inclusion	General	0:47:36
		515183	Unconscious Bias	General	0:24:20
		656782	Organizational Culture	Senior Manager	0:55:51
		548771	Hiring and Developing Your Future Workforce	General	1:29:26
		2825696	Speaking Up At Work	General	0:22:24
		2835013	Building Change Capability for Managers	Manager	0:55:40
		622050	Developing Adaptable Employees	Manager	0:51:56
622051	Developing Adaptable Managers	Senior Manager	0:44:08		

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Competency	Description	Course ID	Course Title	Managerial Levels	Duration HH:MM:SS
Framework: Change Management & Communication					
		2834040	How to Be an Adaptable Employee during Change and Uncertainty	General	0:35:20
		656808	Marketing for Social Change	General	0:34:57
		2823289	Making Change Last	General	0:24:10
		711796	Managing Organizational Change for Managers	Manager	1:22:43
		2864030	Driving Change and Anti-Racism	General	0:16:17
		5002835	Becoming a Male Ally at Work	General	0:41:38
		5025098	Skills for Inclusive Conversations	General	0:53:12
		373562	Difficult Conversations: Talking About Race at Work	C-Suite	1:09:57
		Learning Path	How to Engage Meaningfully in Allyship and Anti-Racism	General	2:01:00