

# uCertify

## Course Outline

### The Inclusive Organization



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Chapter 3: Who Let the Dogs Out?  
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Chapter 7: Are Your Policies Powerful or Powerless?  
Chapter 8: Diversity Recruiting  
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## 1. Course Objective

The Inclusive Organization course goes beyond diversity and inclusion checklists, focusing on creating a truly inclusive workplace culture. In today's global and interconnected world, fostering an environment that values and embraces diversity is not just a moral imperative; it's a strategic necessity. This course is designed to equip leaders, HR professionals, and employees at all levels with the knowledge and skills to build and sustain inclusive organizations.

## 2. Exercises

There is no limit to the number of times learners can attempt these. Exercises come with detailed remediation, which ensures that learners are confident on the topic before proceeding.

**18**  
EXERCISES

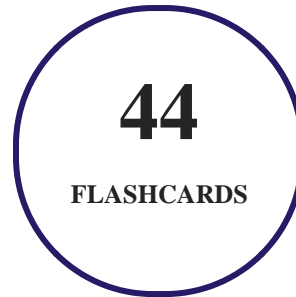
## 3. Quiz

Quizzes test your knowledge on the topics of the exam when you go through the course material. There is no limit to the number of times you can attempt it.

**97**  
QUIZ

## 4. flashcards

Flashcards are effective memory-aiding tools that help you learn complex topics easily. The flashcard will help you in memorizing definitions, terminologies, key concepts, and more. There is no limit to the number of times learners can attempt these. Flashcards help master the key concepts.



## 5. Glossary of terms

uCertify provides detailed explanations of concepts relevant to the course through Glossary. It contains a list of frequently used terminologies along with its detailed explanation. Glossary defines the key terms.



## 6. Expert Instructor-Led Training

uCertify uses the content from the finest publishers and only the IT industry's finest instructors. They have a minimum of 15 years real-world experience and are subject matter experts in their fields. Unlike a live class, you can study at your own pace. This creates a personal learning experience and gives you all the benefit of hands-on training with the flexibility of doing it around your schedule 24/7.

## 7. ADA Compliant & JAWS Compatible Platform

uCertify course and labs are ADA (Americans with Disability Act) compliant. It is now more accessible to students with features such as:

- Change the font, size, and color of the content of the course
- Text-to-speech, reads the text into spoken words
- Interactive videos, how-tos videos come with transcripts and voice-over
- Interactive transcripts, each word is clickable. Students can clip a specific part of the video by clicking on a word or a portion of the text.

JAWS (Job Access with Speech) is a computer screen reader program for Microsoft Windows that reads the screen either with a text-to-speech output or by a Refreshable Braille display. Student can easily navigate uCertify course using JAWS shortcut keys.

## 8. State of the Art Educator Tools

uCertify knows the importance of instructors and provide tools to help them do their job effectively. Instructors are able to clone and customize course. Do ability grouping. Create sections. Design grade scale and grade formula. Create and schedule assessments. Educators can also move a student from self-paced to mentor-guided to instructor-led mode in three clicks.

## 9. Award Winning Learning Platform (LMS)

uCertify has developed an award winning, highly interactive yet simple to use platform. The SIIA CODiE Awards is the only peer-reviewed program to showcase business and education technology's finest products and services. Since 1986, thousands of products, services and solutions have been recognized for achieving excellence. uCertify has won CODiE awards consecutively for last 7 years:

- **2014**
  1. Best Postsecondary Learning Solution
- **2015**
  1. Best Education Solution

2. Best Virtual Learning Solution
3. Best Student Assessment Solution
4. Best Postsecondary Learning Solution
5. Best Career and Workforce Readiness Solution
6. Best Instructional Solution in Other Curriculum Areas
7. Best Corporate Learning/Workforce Development Solution

- **2016**

1. Best Virtual Learning Solution
2. Best Education Cloud-based Solution
3. Best College and Career Readiness Solution
4. Best Corporate / Workforce Learning Solution
5. Best Postsecondary Learning Content Solution
6. Best Postsecondary LMS or Learning Platform
7. Best Learning Relationship Management Solution

- **2017**

1. Best Overall Education Solution
2. Best Student Assessment Solution
3. Best Corporate/Workforce Learning Solution
4. Best Higher Education LMS or Learning Platform

- **2018**

1. Best Higher Education LMS or Learning Platform
2. Best Instructional Solution in Other Curriculum Areas
3. Best Learning Relationship Management Solution

- **2019**

1. Best Virtual Learning Solution
2. Best Content Authoring Development or Curation Solution
3. Best Higher Education Learning Management Solution (LMS)

- **2020**

1. Best College and Career Readiness Solution
2. Best Cross-Curricular Solution
3. Best Virtual Learning Solution

## 10. Chapter & Lessons

uCertify brings these textbooks to life. It is full of interactive activities that keeps the learner engaged. uCertify brings all available learning resources for a topic in one place so that the learner can efficiently learn without going to multiple places. Challenge questions are also embedded in the chapters so learners can attempt those while they are learning about that particular topic. This helps them grasp the concepts better because they can go over it again right away which improves learning.

Learners can do Flashcards, Exercises, Quizzes and Labs related to each chapter. At the end of every lesson, uCertify courses guide the learners on the path they should follow.

### Syllabus

#### Chapter 1: Introduction

#### Chapter 2: Decoding Human Behavior

- History of Race
- The Great Divergence
- Bridging the Great Divergence
- Lesson Reflection

#### Chapter 3: Who Let the Dogs Out?

- You Have the Right to Remain Dishonest

- Decoding the Workplace
- Dynamic Solutions for Dynamic Companies
- Exercise: Driving DEI Impact by Establishing Accountability Through Action

#### Chapter 4: Franchising the Framework

- Finding Your North
- Devising Our Own Solutions
- The Three Ps
- Exercise: Join the Three Ps Franchise

#### Chapter 5: The Most Underrated Leader

- The Dos and the Don'ts
- Constructing Your DEI Department
- Selecting Your Candidate
- The First 90 Days
- Exercise: Is Your Organization Ready to Hire a DEI Leader?

#### Chapter 6: Sustainable Learning: Upgrading Your Learn...opment—MapQuest Directions to Google Maps

- The Oprah of Programming: Everyone Gets Learning and Development!



- How to Incorporate L&D
- Building Your Organization's Career Map
- Exercise: Designing Inclusive Career Mapping

## Chapter 7: Are Your Policies Powerful or Powerless?

- How to Support Your Employees
- The What's Next Assessment
- Exercise: The What's Next Assessment

## Chapter 8: Diversity Recruiting

- Proactively Building a Pipeline
- It Takes All of Us
- The Life Cycle of Recruiting
- Exercise: Is Your Recruiting Life Cycle Inclusive?

## Chapter 9: Employee Resource Strategy Groups

- ERSGs: How Will You Know If You're Ready?
- Exercise: A Strong Support Structure Fuels High-Performing ERSGs

## Chapter 10: Impactful Layoffs

- You Can't Dig Yourself Out of a Hole That Hasn't Been Dug
- Preparing for Empathetic Layoffs
- How to Move Forward Together
- Exercise: Are You Prepared to Make Impactful Layoffs?

## Chapter 11: Don't Retire Yet

- Lesson 1: Decoding Human Behavior
- Lesson 2: Who Let the Dogs Out?
- Lesson 3: Franchising the Framework
- Lesson 4: The Most Underrated Leader
- Lesson 5: Sustainable Learning: Upgrading Your L...opment—MapQuest Directions to Google Maps
- Lesson 6: Are Your Policies Powerful or Powerless?
- Lesson 7: Diversity Recruiting
- Lesson 8: Employee Resource Strategy Groups
- Lesson 9: Impactful Layoffs
- Exercise: DEI Commitment Petition

GET IN TOUCH:

[www.uCertify.com](http://www.uCertify.com)