

MARYLAND EQUITY AND INCLUSION LEADERSHIP PROGRAM



OVERVIEW

The Maryland Equity and Inclusion Leadership Program is offered jointly by the Schaefer Center for Public Policy at The University of Baltimore and the Maryland Commission on Civil Rights. The 14-week certificate program combines asynchronous and live online instruction. It is comprehensive, academically grounded and job-relevant. Participants interact online and in peer groups. They complete a project focused on diversity, equity and inclusion (DEI).

The Maryland Equity and Inclusion Leadership Program aspires to develop, engage and support current and emerging leaders from private, public and nonprofit sectors who are interested and committed to helping their organizations become more diverse, equitable and inclusive at various levels. It is ideal for experienced and developing professionals from public, nonprofit and private organizations who want to design, lead and promote DEI initiatives in their organizations.

WHO MAY APPLY?

The Maryland Equity and Inclusion Leadership Program is open to **executive, mid-level** and **emerging leaders** who wish to acquire the requisite knowledge, attitudes and skills to develop and support DEI in their organizations.

PROGRAM PHILOSOPHY

Our philosophy in designing and delivering this training revolves around the principles of integrity, respect, diversity and inclusion in building and promoting transformative cultures, where everybody's perspective and identity is valued, appreciated and celebrated. All our weekly interactions are based on the best pedagogical practices of reflective research, learning, practice and experience.

LEARN MORE
AND APPLY AT
[MEILP.UBALT.EDU](https://meilp.ubalt.edu)

APPLICATIONS DUE
JULY 1.
COST: \$2,500 per person



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PROGRAM BENEFITS

Individuals

- broaden and deepen your knowledge and understanding of diversity, equity and inclusion issues, and best practices and evidence-based strategies for addressing these issues in the workplace and the community
- become part of a diverse alumni network with program graduates who can share resources and best practices, ongoing support, and connection
- meet and learn from renowned experts, in both industry and academia, in an intimate and interactive setting
- enhance your personal leadership and management competencies and stand out as an in-house leader and resource for equity and inclusion

Agencies

- demonstrate a proactive approach to today's unique workplace diversity and inclusion challenges
- build a stronger, diverse and more inclusive talent pool and leadership pipeline
- acquire in-house expertise and knowledge from participating employees about social and structural inequalities that affect your workforce and clientele
- build and strengthen a reputation for organizational social responsibility and commitment to diversity, inclusion and equity
- collaborate with other organizations in pursuing best practices for implementing diversity and inclusion initiatives

PROGRAM LEADERSHIP

Eleftherios (Lefteris) Michael, Ph.D., co-director

Maryland Equity and Inclusion Leadership Program
Director of Diversity and International Services,
The University of Baltimore
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Kara Hunt, Ph.D., co-director

Maryland Equity and Inclusion Leadership Program
Director of Education and Outreach, Maryland
Commission on Civil Rights
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CONTACT

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SCHEDULE AND TOPICS

ORIENTATION: AUG. 26 (9 A.M.–NOON)

Weekly Sessions

Each week has two mandatory sessions:

1. One asynchronous session to be completed on your own via the University of Baltimore learning management platform Monday-Thursday.
2. One synchronous (live) Zoom session on Friday from 9 a.m.–noon

Week 1: Program Overview
Sept. 6-10

Week 2: Equal Opportunity and Discrimination in Maryland; Legal Protections and EEO Challenges
Sept. 13-17

Week 3: Understanding Race and Racism in the United States and Maryland
Sept. 20-24

Week 4: Understanding Race and Racism in the Workplace; Understanding Equity; The Importance of Mediation in Race Disputes, Policy Analysis and Writing
Sept. 27-Oct. 1

Week 5: Understanding the Implications and Interplay Between Ethnicity and Culture
Oct. 4-8

Week 6: Paradigm Shift: Workplace without Boundaries; Addressing and Transcending “isms”
Oct. 11-15

Week 7: Understanding Religion and Spirituality in the Workplace; Identifying Faith-Based Biases and Discrimination; Building Awareness
Oct. 18-22

Week 8: Binary and Non-Binary Identifications; Gender-Based Discrimination in the Workplace; Title IX Resources and Trainings
Oct. 25-29

Week 9: Disability and Discrimination in the Workplace; Prioritizing Accommodations; Overview of Best Practices
Nov. 1-5

Week 10: Paradigm Shift: Implementing Best Practices in Diversity, Equity and Inclusion
Nov. 8-12

Week 11: Final project assistance
Nov. 15-19

Week 12: Thanksgiving week – no class
Nov. 22-26

Week 13: Final project assistance
Nov. 29-Dec. 3

Week 14: Project presentations and award ceremony
Dec. 6-10

SCHAEFER CENTER FOR PUBLIC POLICY SCHAEFERCENTER.UBALT.EDU

Established in 1985, the William Donald Schaefer Center for Public Policy is Maryland’s preeminent applied research and policy analysis center. As part of The University of Baltimore’s College of Public Affairs, the Schaefer Center promotes excellence in Maryland’s public and nonprofit organizations through applied research, technical assistance, policy analysis, policy conferences, and professional development programs.

MARYLAND COMMISSION ON CIVIL RIGHTS MCCR.MARYLAND.GOV

The Maryland Commission on Civil Rights’ mission is to ensure opportunity for all through the enforcement of Maryland’s laws against discrimination in employment, housing, public accommodations, and state contracts; to provide educational outreach services related to provisions of this law; and to promote and improve civil rights in Maryland. The Commission’s vision is to have a State that is free from any trace of unlawful discrimination.