

Certificate of Achievement in Diversity, Equity and Inclusion

Required (1 course; 3 units)

Choose one of the following:

ETHS 1 (Introduction to Ethnic Studies)
ETHS 10 (Introduction to Chicano American Studies)
ETHS 30 (Introduction to African American Studies)
ETHS 40 (Introduction to Asian American Studies)

Electives (Choose 3 courses; 9 units)

Any of the required list not already taken, OR
ANTH 4 (Cultural Anthropology)
ANTH 34 (Native Americans Today)
CMST 9 (Intercultural Communication)
CMST 13 (Gender & Communication)
ENGL 26 (Queer Film and Literature)
ENGL 47 (Native American Literature)
HIST 18 (Multicultural History of the United States)
HIST 30 (History of the African American)
PHIL 16 (Western religions)
PHIL 18 (Eastern religions)
SOC 14 (Sociology of Gender)
SOC 20 (Introduction to Race and Ethnicity)
SOC 30/30H (Sociology of Inequality)

Total: 12 units

(Chaptered by the CCCCCO so it appears on students' transcripts)

Program Description: The Certificate of Achievement in Diversity, Equity and Inclusion provides students with the knowledge and understanding they need to interact successfully in today's increasingly diverse professional, personal and public environments. A DEI background is valuable to employers and essential for successful interpersonal interactions among people with different backgrounds. Students will learn about essential components of diversity such as race, ethnicity and gender, and will understand the value and nature of inclusive environments where such differences are seen, heard and valued by all.

Potential Need for or Interest in the Program: It is clear that an understanding of diversity, equity and inclusion is good for both employers and employees. According to Tenney (n.d.), "more companies are making commitments to support DEI these days and looking for ways to implement policies that support diversity, equity, and inclusion in different areas of business". This is because "it helps foster an inclusive culture that celebrates differences and encourages employees to build relationships with colleagues from different backgrounds" (Ferguson, 2023). Recent studies back up the value of a background in DEI: "75% of employers mandate DEI training for new employees" (Ferguson, 2023), and "78% of workers want employers that value DEI" (Tenney, n.d.).

Sources:

Ferguson, E. (September, 2023). What is DEI training? An explainer for executives. *Lever*. Retrieved from <https://www.lever.co/blog/what-is-dei-training>

Tenney, M. (n.d.). Why is DEI important in 2023? *Business Leadership Today*. Retrieved from <https://businessleadershiptoday.com/why-is-dei-important-in-2023/>