*Lead*DIVERSITY

A Program of The Diversity Center of Northeast Ohio

*"Through a program aimed at discussing, reflecting upon and challenging notions of diversity, Lead*DIVERSITY *helps individuals of all academic, cultural, and economic backgrounds expand their own understandings of diversity and in turn improve their methods of leading others to make similar breakthroughs."*

— Jeff Malbasa, Spero-Smith Investment Advisors, Class of 2005

*Lead*DIVERSITY Class of 2017

The Diversity Center of northeast ohio

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www.diversitycenterneo.org
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The Diversity Center of Northeast Ohio is a human relations organization dedicated to eliminating bias, bigotry, and racism. Founded in 1927 as The National Conference of Christians and Jews (NCCJ), The Diversity Center has been working in Northeast Ohio for 90 years to help create communities where everyone is connected, respected, and valued. The Diversity Center is a founding member of The National Federation for Just Communities, a network of more than 20 diversity focused organizations across the country.

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APPLICATION MATERIALS ENCLOSED

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2017-2018

Developing DIVERSITY LEADERS *for Our Community*

Rob Devore
Fifth Third Bank
Class of 2017

Carole Becerra
MetroHealth
Class of 2016

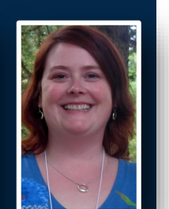
Dr. John Betterson Jr.
NASA
Class of 2015

Kimberly Russell
Rock & Roll Hall of Fame
Class of 2014

Diana Harrison
Breakthrough Schools
Class of 2013

Usha Muralidhar
Progressive Insurance
Class of 2012

Majeed Makhlouf
Taft, Stettinius & Hollistter
Class of 2011



Jennifer Opphile
Infocision
Class of 2010

Developing Diversity Leaders for Our Community

***Lead*DIVERSITY** *is a program in which a select group of professionals engage with regional leaders and the greater community to raise the participants' awareness of diversity issues, build their leadership skills, and enhance their network. Each session is designed to help participants explore the concept of diversity leadership and to analyze its personal, workplace, and community impact.*

CLASS COMPOSITION

Participants of *Lead*DIVERSITY are from various corporate, non-profit, governmental, and community organizations. The program is for anyone who has an interest in the impact of diversity at work, in their personal lives and/or communities, including Managers, Human Resources Professionals, Diversity Councils, and other groups.

PROCESS

The *Lead*DIVERSITY program approaches diversity and leadership issues from a no-fault, interactive foundation with the goal of affecting positive change. Emphasis is placed on personal and professional growth through group participation as well as knowledge and practical skill enrichment. The class visits locations and organizations around Northeast Ohio to engage with regional leaders in the corporate, non-profit, and civic arenas who hold diversity as a high value. Group members also look to one another throughout the year as a source for information, experience, and dialogue.

PROGRAM GOALS

Participants Gain:

- A greater awareness of personal identity as well as the impact of in-group and out-group dynamics.
- An expanded knowledge of local experts, organizations, and resources.
- A tool kit for addressing issues of diversity in personal and professional settings.
- An ability to be an advocate for diversity and inclusion.

Organizations Gain:

- An increased pool of involved and educated diversity leaders.
- Employees with an increased understanding of the connection between inclusion and organizational success.
- Employees with enhanced organizational leadership skills and a vision for the future.

APPLICATION AND SELECTIVITY

Each year's class of 35 women and men is selected through a competitive application process. The selection committee seeks applicants with proven leadership skills who have exhibited a strong community commitment. For questions, please contact Jessica A. Daigler at jdaigler@diversitycenterneo.org or 216.752.3000.

Applications must be submitted by Friday, August 4, 2017.

PARTICIPATION REQUIREMENTS

The *Lead*DIVERSITY program consists of 9 full-day sessions, 1 evening event, 1 Saturday morning event, and graduation. The first session is mandatory. Program days will consist of site visits, seminars, simulations, personal reflection, discussions with Northeast Ohio's prominent leaders and policy makers, and in-depth facilitated group activities and discussion. Program days are essential to the *Lead*DIVERSITY experience. Optional social events will also take place after each session. Recognizing that illness and changes in business schedules can occur, **participants may miss no more than 1 session**. Attendance at *Lead*DIVERSITY sessions entails participation for the entire day. Missing more than one session will jeopardize participant's eligibility for graduation.

*Lead*DIVERSITY ALUMNI ASSOCIATION

*Lead*DIVERSITY is a program of The Diversity Center and reflects The Diversity Center's emphasis on building communities and improving intergroup relations. Upon completion of the program, graduates are encouraged to become active members of the *Lead*DIVERSITY Alumni Association, which provides ongoing diversity leadership development opportunities and social gatherings benefiting class members and the Northeast Ohio community. Tuition for the *Lead*DIVERSITY Class of 2018 includes the first year's dues in the Alumni Association.

"LeadDIVERSITY transfers an individual from a spectator to a participant in the important topics of diversity and inclusion. The program effectively provides awareness that subsequently instills understanding and ignites passion."

— Frank Ritzert, NASA Glenn Research Center, Class of 2010

PROGRAM DATES 2017-2018

Attendance is expected at all sessions. An optional social event will take place after each session.

GROUNDWORK ~**Mandatory Session**~
September 20, 2017 8:30 a.m. – 5:00 p.m.
Begin working with your classmates to explore group dynamics, leadership roles, and communication, all while getting to know one another.
Baseball Heritage Museum and League Park

IDENTITY
October 17, 2017, 8:30 a.m. – 5:00 p.m.
Examine your identities and their intersections with privilege, then using the HBDI assessment, determine your leadership style and learn to appreciate diverse thinking preferences and how they contribute to outcomes.
Littler Mendelson

SURVIVING HATE
November 6, 2017, 8:30 a.m. – 5:00 p.m.
Enjoy guided tours of the Museum and hear from speakers discussing hate, discrimination, and social movements, and explore discrimination in our community today.
Maltz Museum of Jewish Heritage

HUMANITARIAN AWARD DINNER
November 30, 2017, 5:30 p.m. – 9:00 p.m.
Join us as we honor our Humanitarians as well as the PwC Outstanding *Lead*DIVERSITY Alumni of the Year.
Cleveland Renaissance Hotel

LEAVING A LEGACY
December 14, 2017, 8:30 a.m. – 5:00 p.m.
Take the opportunity to think more deeply about leaving a class legacy and using what you have learned with your HBDI profile, begin discussions about your Legacy Project.
Summa Health

INSTITUTIONAL INEQUITIES
January 17, 2018, 8:30 a.m. – 5:00 p.m.
Investigate systemic inequities in our society and explore ways to begin addressing those issues.
Cleveland Sight Center

BUILDING INCLUSIVE COMMUNITIES
February 13, 2018, 8:30 a.m. – 5:00 p.m.
Discover what cultural competence can look like in an inclusive workplace.
PwC

ALLYSHIP
March 27, 2018 8:30 a.m. – 5:00 p.m.
Experience an Underground Railroad Simulation and explore acts of allyship for social and institutional change.
Hale Farm

CLEVELAND: CROSSING THE BRIDGE
April 12, 2018, 8:30 a.m. – 5:00 p.m.
Meet with the Mayor and Council Members of the City of Cleveland while visiting City Hall and tour both an east side and west side ward of the city.
Cleveland City Hall

WALK, ROCK & RUN!
May 5, 2018, 7:00 a.m. – 11:00 a.m.
Walk, run, or volunteer at this fun community event supporting The Diversity Center's School & Youth programming!
Rock & Roll Hall of Fame

ETHICAL LEADERSHIP
May 23, 2018, 8:30 a.m. – 5:00 p.m.
In guided activities and dialogue with The Institute for Creative Leadership, examine a case study and explore more about what being an ethical leader means and how our choices impact others.
FirstEnergy

GRADUATION
June 2018 — Date To Be Determined

TUITION & PAYMENT

- Tuition for each participant in the *Lead*DIVERSITY Class of 2018 is $2,200.
- Tuition includes your first year's dues in the *Lead*DIVERSITY Alumni Association.
- Applicants may be sponsored by their employers, or with agreement from their employer, may sponsor themselves.
- A limited number of partial scholarships are available based on financial need.
- If you are accepted into the *Lead*DIVERSITY Class of 2018, you and/or your employer will be invoiced accordingly.
- Payment is due immediately upon receipt of invoice.

For more information or to request an additional application, contact Jessica Daigler at The Diversity Center
jdaigler@diversitycenterneo.org
or 216.752.3000

Applications available online
www.diversitycenterneo.org/leaddiversity.html

"LeadDIVERSITY pushed me to be bold, be brave, and question myself on my own lens"
— Desiree Powell, CMSD Class of 2016

The Diversity Center appreciates the generous underwriting of:

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