

# LeadDIVERSITY

A Program of The Diversity Center of Northeast Ohio

2020-2021



Rebecca Scina  
Hyland  
Class of 2020

Jalal Abuhamdeh  
NEORS  
Class of 2019

Addisah Sherwood  
Benesch, Friedlander,  
Coplan & Aronoff LLP  
Class of 2018

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

Tom Nobbe  
Gay Games  
Class of 2013



*Developing* LEADERS *in* Diversity, Equity & Inclusion

# Developing Leaders in Diversity, Equity, and Inclusion

*LeadDIVERSITY is a program in which a select group of professionals engage with community leaders and one another to raise the participants' awareness of diversity, inclusion and equity issues, build their leadership skills, and enhance their network. Each session is designed to help participants explore the concepts of diversity, equity, inclusion and leadership and to analyze its personal, workplace, and community impact.*

## CLASS COMPOSITION

Participants of *LeadDIVERSITY* 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 *LeadDIVERSITY* 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 will meet online 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, inclusion, and equity in personal and professional settings.
- An ability to be an advocate for diversity and inclusion.

### Organizations Gain:

- 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.
- An organizational diversity, equity, and inclusion assessment and action plan.

## APPLICATION AND SELECTIVITY

Each year's class of up to 30 individuals 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](mailto:jdaigler@diversitycenterneo.org) or 216.752.3000.

**Applications must be submitted by Tuesday, August 4, 2020. You will be notified of your acceptance by Monday, August 31, 2020.**

## PARTICIPATION REQUIREMENTS

The *LeadDIVERSITY* program consists of 16 half-day virtual sessions, one weekend morning event and graduation. The first session is mandatory. Programming will include live online sessions, discussion boards, seminars, simulations, personal reflection, discussions with Northeast Ohio's prominent leaders, in-depth facilitated group activities and discussion and online program evaluation.

Full participation is essential to the *LeadDIVERSITY* experience. Recognizing that illness and changes in business schedules can occur, **participants may miss no more than 2 virtual sessions**. Missing more than two sessions will jeopardize participant's eligibility for graduation.

## LeadDIVERSITY ALUMNI ASSOCIATION

*LeadDIVERSITY* 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 *LeadDIVERSITY* Alumni Association, which provides ongoing diversity leadership development opportunities and social gatherings benefiting class members and the Northeast Ohio community. Tuition for the *LeadDIVERSITY* Class of 2021 includes the first year's dues.

*"Being part of LeadDIVERSITY has advanced my journey in a powerful and different way. The training I received has given me the ability to look back at my awakening process to give things a name, identify my experiences for what they were, and to realize that I wasn't alone in my journey. Interacting with cohorts gave me the opportunity to broaden my perspective as I listened to their experiences, viewpoints and thoughts while working through or analyzing different activities we were given. I learned as much from my diverse set of classmates as I did from the thought provoking activities, media presentations and guest speakers. I walked away from sessions sometimes feeling uncomfortable, sometimes feeling overwhelmed and sometimes feeling enthusiastic that change in the world was possible."*

*- Ann Ghazy, Case Western Reserve University, Class of 2020*

## VIRTUAL PROGRAM DATES 2020-2021

## TUITION & PAYMENT

### LAYING THE FOUNDATION ~Mandatory Session~

Explore group dynamics, communication, and unconscious bias while getting to know your classmates.

**September 22, 2020**

### IDENTITY— Community Partner: Rocky River School District

Examine your identities and their intersections with privilege, then learn about creating inclusive teams taking those identities into account.

**October 15, 2020 & October 27, 2020**

### STOP THE HATE — Community Partner: The Maltz Museum of Jewish Heritage

Discover collections from the Museum, hear from speakers discussing hate and discrimination, and look more closely at race and injustice.

**November 2, 2020 & November 18, 2020**

### ASSESSMENTS & ACTION PLANS — Community Partner: LifeBanc

Identify organizational best practices addressing diversity, equity, and inclusion then conduct an assessment and create an action plan for your organization.

**December 15, 2020**

### INSTITUTIONAL INEQUITIES — Community Partner: Cleveland Sight Center

Investigate systemic inequities in our society and explore ways to begin addressing those issues.

**January 13, 2021 & January 26, 2021**

### CREATING INCLUSION — Community Partner: Hyland

Get up-to-date information about LGBTQ terms and issues and learn how Employee Resource Groups benefit employees and organizations.

**February 10, 2021 & February 23, 2021**

### ALLYSHIP & ACTION — Community Partner: Avery Dennison

Explore allyship in action for personal and institutional change.

**March 8, 2021 & March 18, 2021**

### EQUITY IN COMMUNITIES — Community Partner: Cleveland City Councilmen

Meet with Cleveland City Council Members and community leaders to learn about serving a diverse community and delve more deeply into racial justice and equity.

**April 15, 2021 & April 27, 2021**

### WALK, ROCK & RUN

Walk as a team at this fun community event supporting The Diversity Center's School & Youth programming!

**May 1, 2021**

### ETHICAL LEADERSHIP — Community Partner: Oatey

In guided activities, examine a case study, explore what being an ethical leader means, and evaluate your action plan for next steps.

**May 11, 2021 & May 25, 2021**

### GRADUATION

**June 15, 2021**

- Tuition for each participant in the *LeadDIVERSITY* Class of 2021 is \$2,750.
- Tuition includes your first year's dues in the *LeadDIVERSITY* 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.

*"LeadDIVERSITY has expanded my thinking, opened my heart and prepared me to be a better leader. I'm ready to 'LeadDIVERSITY' in my work and life."*

*—Carla Chapman, Akron Public Schools, Class of 2018*

For more information or to request an additional application, contact Jessica A. Daigler at

The Diversity Center

[jdaigler@diversitycenterneo.org](mailto:jdaigler@diversitycenterneo.org)

or 216.752.3000

Applications available online

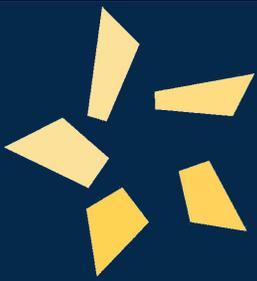
[www.diversitycenterneo.org/leaddiversity.html](http://www.diversitycenterneo.org/leaddiversity.html)

*The Diversity Center appreciates the generous underwriting of:*



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*“LeadDIVERSITY is a fantastic program. It has helped me to gain insight and knowledge on difficult topics like Race, Gender, and Privilege. The program fosters healthy ways to engage, and teaches language to use when discussing diversity and inclusion issues. The program provides a safe venue for the participants to engage in strong, meaningful dialogue. I have learned and grown from interactions with my classmates. I am more aware of the issues people face and am a better ally as a result of my participation in LeadDIVERSITY. I recommend the program highly.”*

— Ken Liang, Eaton, Class of 2019



LeadDIVERSITY Class of 2020



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[www.diversitycenterneo.org](http://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 over 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.*