



Graduate Certificate in Diversity and Inclusion as Strategy



PennState
World Campus

**A world of possibilities.
Online.**

Diversity and Inclusion as Strategy

The 9-credit Graduate Certificate in Diversity and Inclusion as Strategy, offered by the Penn State Smeal College of Business and delivered 100% online through Penn State World Campus, can help you develop the essential leadership skills and knowledge needed to initiate change and implement diversity and inclusion strategies.

As a student in this program, you can learn to:

- effectively apply evidence-based approaches to resolving diversity dilemmas
- analyze organizational culture for effective diversity management
- lead inclusive change processes
- discuss values and their impact on ethics, leadership, and culture
- apply concepts like corporate social responsibility, sustainability, stakeholder analysis, and crisis management

Online Learning through Penn State World Campus

Your flexible online learning experience will be enhanced by meaningful faculty interaction, collaborative group projects, access to instructional resources, and dedicated academic advising and support services. Upon successful completion of the program requirements, you will receive a formal certificate identical to those received by resident Penn State students.



Program Curriculum

The courses in this program will blend independent study with peer-to-peer interactions through weekly assignments, discussions, and occasional group work. With flexible online courses through Penn State World Campus, you can fit course work into your busy schedule without sacrificing quality and meaningful interactions with faculty and fellow students.

Required Course

Leading Diverse Organizations (3 credits)

Explore how leading across differences and diversity is a core leadership competency.

Additional Courses (select 6 credits)

Ethical Leadership (3 credits)

Learn ethical decision-making for today's business environment by clarifying and applying personal values.

Global Perspectives (2 credits)

Explore the reality of the United States' declining influence in global trade, finance, and economics.

Global Immersion (1 credit)

Travel to another country and study local and multinational businesses to gain better global perspectives.

Note: Additional travel fees apply.

Strategy Implementation and Organizational Change (3 credits)

Address the managerial challenges of strategy implementation and changing an organization through two models: one for organizational alignment and one for managing the change process.





Program Benefits

Career-Ready Skills

This program takes a learning-by-doing approach by integrating hands-on activities with the online learning model. This pragmatic approach helps to create graduates who are prepared to apply concepts in real-world settings.

Rapid ROI

Online graduate certificate programs from Penn State are designed to provide fundamental knowledge rapidly and efficiently.

World-Class Education

This program is delivered in partnership with the Penn State Smeal College of Business, which carries the elite AACSB accreditation, an honor reserved for the top 5% of business schools worldwide.

Support Services

You will have access to a full array of support services, including scheduling assistance, career counseling, and 24/7 technical support. As a globally recognized leader in online education, Penn State World Campus understands the unique needs of adult learners.



Begin Your Application Today

Learn what you need to apply to the Graduate Certificate in Diversity and Inclusion as Strategy program by clicking on the “How to Apply” button at **worldcampus.psu.edu/DEI-Strategy**.

Did You Know?

- › The courses in this program were developed and are taught by the same respected Penn State faculty who teach on campus.
- › Penn State credits and degrees earned online are identical to those earned by resident students.
- › You can pick from three start dates each year, work on weekly assignments at your preferred pace, and create a personalized path to completion that fits into your busy schedule.

Contact Us

Program Questions

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Professional Graduate Programs Office
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dvinst@smeal.psu.edu

Admissions Questions

worldcampus@psu.edu
Phone: 814-863-5386
worldcampus.psu.edu/admissions



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