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LinkedIn Diversity, Inclusion, and Belonging Learning Paths

Learning Path	Learning Path Description
<u>Become an Inclusive Leader</u>	Leaders at all levels are called on now more than ever to close the gap on what is promised and what is practiced in the area of diversity and inclusion. Learn how to lead an organization that includes everyone and leverages the diverse talents of all contributors. Learn how to become aware of your own biases and become an inclusive leader. Develop inclusive organizations. Create opportunities to manage compassionately.
<u>Diversity, Inclusion, and Belonging for All</u>	Learn about the challenges and opportunities inherent in working in diverse organizations. This transformative learning path reviews current thinking and best practices on essential topics such as bias in all of its forms, cultural competence, communication, allyship, and accountability.
<u>Diversity, Inclusion, and Belonging for Leaders and Managers</u>	Discover ways to effectively lead diversity efforts in your organization. In this learning path, leaders can learn how to recognize the business need for DIBs, create a truly inclusive workplace, communicate honestly and effectively, recognize their own biases, and accept the differences of others.
<u>Women in Leadership</u>	Women who aspire to leadership roles face unique challenges in today's companies. They are passed over for key opportunities, paid less than their male colleagues, and left out of critical networks. In this path, you will learn essential skills and strategies for success as a leader in the workforce.
<u>Women Transforming Tech: Navigating Your Career</u>	Whether you're entering tech as a new grad or pivoting from another industry, Women Transforming Tech provides practical advice for how to navigate your career as a woman in tech.
<u>Transition from Military to Civilian Employment</u>	Transitioning from military service to civilian employment can be a challenging process full of uncertainty. Get the skills necessary to envision a new career, plot a transition plan, translate your experience, network into opportunity, and excel in your new role.
<u>Transition from Military to Student Life</u>	Making the most of your military education benefits can catapult you ahead in your post-service career to a broad range of opportunities. Get the skills to gain admission to schools, excel as a new student on campus, and use your education to establish an exciting career.

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Rolling Out a DIBs Training Program in Your Company (New May 2020)	<p>Learn how to roll out a diversity, inclusion, and belonging (DIBs) program tailored to your company's unique needs. Dereca Blackmon, CEO of Inclusion Design, can help. In this course, she helps you understand exactly what your organization needs by asking the right questions and identifying the right partners and champions for your program. She explains how to develop buy-in by making the case for DIBs with senior leaders and employees alike, and solicit and incorporate feedback from participants. Then Dereca explains how to promote your program and keep the momentum going strong with employee- and leadership-led content. Finally, discover how to set expectations regarding the outcomes of your training program and evaluate its success.</p>
Becoming a Male Ally at Work	<p>Gender diversity in the workplace drives innovation and performance. As a male ally, you can help boost diversity by chipping away at the systems that perpetuate everyday unconscious bias. In this course, Emilie Aries shares simple actions you can take right away to further gender equality in your workplace. Get tips for amplifying women's voices at work, including how to use your power to pass the mic to those whose voices often go unheard. Learn how to challenge the common leadership-likability double bind that women face as they rise through the ranks. Plus, learn how to sponsor women at work, shoulder your share of emotional labor, and more.</p>
Body Language for Women	<p>As a professional woman, how do you communicate using body language? In this course, learn how to be aware of your body language, and how you can use your body language to convey power, authority, and interest in what others have to say. Instructor Dorie Clark discusses how body language is different for men and women, and how to choose appropriate clothing that matches the situation and your brand. She dives into the components of body language, explaining what to do with your feet, hands, face, and voice when interacting with others at work. Plus, she shares strategies for using body language to signal that you're really present in a situation.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Bystander Training: From Bystander to Upstander	<p>Working in a toxic environment can make anyone feel helpless. Even HR representatives can feel like their hands are tied. But you have the power to change the trajectory of your organization’s culture. By going from bystander to upstander—someone who holds their coworkers accountable for bad behavior—you can turn a toxic workplace into a supportive environment where employees are able to do their best work. In this course, Catherine Mattice Zundel introduces tools and strategies to become an upstander and an ally. Learn how to build an upstander culture, hold employees and peers to professional conduct, and develop the skills you need to speak up when fellow employees are being bullied or harassed.</p>
Communicating about Culturally Sensitive Issues	<p>Discussions about cultural differences can be uncomfortable. They take courage. In this course, business communication professor Daisy Lovelace shares principles and strategies that can help you have more productive, meaningful conversations on topics related to diversity. Daisy helps you understand that everyone has a unique lens based on their experiences, and that understanding and appreciating that difference is the first step in being able to discuss sensitive topics. She also outlines a number of techniques to help you navigate these difficult conversations.</p>
Communicating Across Cultures	<p>To succeed in a cross-cultural business setting, it's important to understand the differences in how people communicate. Language isn't the only barrier. Pace, style, and nonverbal cues all affect how messages are received. If you do business on a global scale or in a diverse environment, adapting your communication strategy is critical to workplace harmony and the bottom line. In this course, Kelley School of Business professor and executive coach Tatiana Kolovou demonstrates simple techniques to build your cross-cultural communication skills: as a manager, peer, or coworker. Learn how to adapt your communication style, overcome hidden bias, and build rapport with colleagues around the world.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Confronting Bias: Thriving Across Our Differences	<p>Find greater meaning, well-being, and productivity by learning how to interact with others across differences. Continue your Thrive journey and discover how to create inclusive environments where everyone can thrive. In this course, Arianna Huffington and Verna Myers discuss the impact of our cultural lens on our daily relations and how to counter bias in our words and actions.</p>
Creating Change: Diversity and Inclusion in the Tech Industry	<p>Issues surrounding diversity have troubled the technology industry for years. While tech giants have the ability to architect often thrillingly imaginative solutions, the data—or lack of data—on diversity reveals that these companies are less than innovative when it comes to creating a workforce where everyone has an equal shot at success. This documentary-style course explores this issue, showcasing efforts made at a variety of levels to address the issue of inclusion in tech.</p> <p>Learn about four individuals—including Craigslist founder Craig Newmark and Black Girls Code founder Kimberly Bryant—who are leading diversity and inclusion efforts at a variety of levels: developing formalized processes within an organization, serving as a diversity advocate and activist, becoming a vocal ally, and forming an organization to help inspire young girls to pursue a career in tech. Each of these professionals go beyond merely calling attention to the issue of diversity in the tech industry; they share actionable takeaways, and empower viewers to understand that every member of the tech industry—whether they're an employee, manager, leader, or philanthropist—has the ability to affect change.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

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Cultivating Cultural Competence and Inclusion	<p>Inclusive work environments can yield greater creative output, boost employee morale, and benefit a company’s bottom line. But even as a slew of modern companies make strides towards true workplace inclusivity, many still miss the mark. This is often due to a lack of cultural competence, or the ability to engage and adapt across cultural differences. In this course, instructor Mary-Frances Winters explains why cultural competence is key to the success of any diversity-related initiative, as well as how to assess and grow your own cultural competence. She shares scenarios and techniques that can help you grasp how your worldview impacts your behavior, as well as how to more effectively engage and adapt across cultural differences.</p>
Developing a Diversity, Inclusion, and Belonging Program	<p>Diversity, inclusion, and belonging (DIBs) isn’t just a buzzword. DIBs programs can have real impact on employees’ productivity and welfare. Think about the best group you ever belonged to—where you felt like everyone cared about you, understood you, and valued you as a part of the group. That is the kind of environment that promotes sharing, innovation, and growth. This courses shows HR leaders how to develop a DIBs strategy that builds diverse, inclusive environments where everyone feels like they belong. Dr. Stefanie K. Johnson explains how to create a strategy for your organization and start integrating DIBs into core HR activities, such as recruitment, training, performance evaluations, and promotions. Plus, learn how to get buy-in and evaluate the ongoing success of your program.</p>
Developing Cross-Cultural Intelligence	<p>Being able to work across cultures is an increasingly necessary skill for all employees. Communications expert Tatiana Kolovou helps you develop the cross-cultural intelligence to navigate cultural differences. She outlines the six primary areas of cultural difference, highlighting the differences between high- and low-context cultures. Once you can recognize the differences, she helps you use visual and nonvisual cues in the environment to inform your actions and respond effectively. The course closes with two scenarios that demonstrate how to apply the principles of cross-cultural intelligence.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

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Diversity and Inclusion in a Global Enterprise	Finding ways to effectively lead diversity efforts is often seen as the grand challenge for today's leaders, particularly when you consider the complexity of a global workforce. In this course, join Stefanie Johnson as she discusses the benefits of diversity in general, and shares ways that organizations can enhance diversity and inclusion in different cultural contexts. Stefanie explains how prioritizing diversity can be beneficial to your business, goes over how to create a local or global strategy, and shares a real-world example to help you grasp what a global diversity strategy looks like in practice. Plus, she goes into using benchmarks to see if your diversity efforts are working, and details approaches to diversity and inclusion in different cultural landscapes.
Diversity, Inclusion, and Belonging	Diversity is having a culture that values uniqueness: people of different backgrounds, cultures, genders, and races. Inclusion means inviting diverse groups to take part in company life. If you're tuned into conversations about HR, you've probably heard these terms before. But there's a third critical piece: belonging. It's belonging that makes each individual feel accepted for who they are. Explore the diversity, inclusion, and belonging (DIB) approach, and discover how to activate it in your organization. Join HR luminary Pat Wadors as she explains how to drive the conversation on DIBs, hire and retain diverse talent, listen to employees, and integrate DIBs into your employee life cycle. Managers and executives should tune in for special tips on embedding DIBs in the employee experience.

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Global Strategy	<p>Globalization is a double-edged sword. Global firms benefit from a larger market, scale- and location-based cost efficiencies, and exposure to a multiplicity of new product and process ideas. However, globalization also exposes firms to numerous challenges resulting from a dramatic increase in diversity, complexity, and uncertainty. This course is aimed at helping managers learn how to maximize the benefits while minimizing the costs and risks associated with global expansion. Anil K. Gupta, Michael Dingman Chair in Strategy and Globalization at The University of Maryland's Smith School, and a leading expert on global strategy, outlines the logic of global strategy and the questions you must address in order to globalize your company's market presence and leverage global resources.</p>
Human Resources: Diversity Recruiting	<p>As a buzzword, "diversity" sounds good, but speaking frankly about race, gender, and discrimination can take many talent acquisition professionals out of their comfort zone. In this course, Stacey Gordon explains how to confidently approach your leadership team to ensure that diversity is kept in mind when recruiting, and how to successfully implement a diversity recruitment strategy. She also outlines the most common mistakes that recruiters make, how to review your current recruitment process, and how to assess your success.</p>
Inclusive Instructional Design	<p>Does the training you create really reflect your audience? Have you considered someone's geographical location, learning preference, or accommodation needs? These types of questions should be core to the instructional design process. In this course, learn how to make sure your training is inclusive by considering everything from your graphics to the subject matter experts (SMEs) you select. Instructor Samantha Calamari illuminates ways in which individuals with different learning styles, abilities, and cultural backgrounds can be left out of traditional learning experiences. Throughout the course, she shares techniques and design methods that can help your training resonate with these—and all potential—audiences.</p>

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Inclusive Leadership	Join global workforce management expert Dr. Shirley Davis as she shares how to create and lead an organization that leverages the diverse talents of all contributors. Dr. Davis reveals the benefits of inclusive leadership, including the positive impacts it can have on employee engagement, innovation, and creativity. She then outlines a best practice framework for developing inclusive leaders in an organization, and shares tips for avoiding common leadership pitfalls. Upon wrapping up this course, you'll be equipped with practical strategies you can use to cultivate a more inclusive workforce.
Leadership Strategies for Women	Countless sources have documented the difficulties women face in reaching the top tiers of today's businesses. Women leaders face different expectations, norms, and realities—and are paid and promoted less. Creating an environment of "inclusive excellence," where both women and men can thrive, takes the right skills and strategy. This course is for anyone who wants to build a more equitable and collaborative culture at their organization, including women leaders and the men who work with them. Business professors, colleagues, and coaches Daisy L. Lovelace and Carolyn Goerner discuss the common challenges that women in leadership face—including gender bias, communication barriers, and imposter syndrome—and introduce strategies to overcome them. Plus, get tips for championing women's leadership and becoming a strong ally.

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Leading Globally	<p>Global expansion can help a company grow faster, enjoy the benefits of global scale, and tap into the unique advantages of different locations. Yet, global expansion also creates many challenges—such as exposure to unfamiliar cultures and markets, difficulties in coordinating far-flung operations, and greater organizational complexity. Whether global expansion adds or destroys value depends on your company's ability to build the necessary local capabilities in the different markets and manage the global network effectively. In this course, join Anil Gupta and Haiyan Wang, two of the world's foremost experts on global strategy, as they step through how to maximize the benefits and minimize the costs and risks when leading a company which spans multiple markets. Discover how to connect with the local market, manage across cultures, cultivate employee engagement in foreign subsidiaries, cultivate a global mindset, and more.</p>
Leading Inclusive Teams	<p>High-performing teams are comprised of employees who feel empowered, valued, and accepted. By taking steps to establish an inclusive team dynamic, you can positively impact both your team's morale and your bottom line. In this course, learn how to create a shared understanding of why inclusion is important for your team, as well as revamp your own leadership and communication practices to ensure that your diverse team continues to thrive. Instructor Daisy Lovelace shows how to give everyone a chance to participate in these efforts, and create an environment that makes everyone feel comfortable bringing their true self to the office—without ever feeling like an outsider. Learn how to model open communication, discover implicit associations, delegate work equitably, and more.</p>
Managing a Diverse Team	<p>Team leaders should aim to create an inclusive culture that celebrates differences and fosters the best performance from every team member. In this course, leadership coach Vanessa Womack equips you with knowledge and impactful strategies that can help you successfully manage, counsel, and lead a diverse team. Vanessa first explains how to prepare yourself to lead by identifying cornerstones of diversity and reviewing diversity and inclusion terminology. She then shares strategies for observing and coaching your team to cultivate behaviors that build trust and strengthen relationships.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Managing a Multigenerational Workforce	<p>The workforce is more diverse than ever, especially when it comes to age. Getting multiple generations to work together effectively is critical for business success. In this course, leadership expert Roberta Matuson helps managers gain an understanding of the complexity of leading a workgroup comprised of four or even five generations: traditionalists, baby boomers, Gen Xers, millennials, and Gen Zers. She explains the differences in the cultures in which each generation was raised, and what you can do when managing an employee young enough to be your child and old enough to be your parent. Plus, learn how to leverage each generation's unique strengths.</p>
Managing Diversity	<p>Successful companies value diversity and inclusion. Diverse workplaces increase innovation, retention, and market share. But what does an inclusive work environment look like? And what does it mean to manage diversity? Using real case studies and examples, HR consultant Catherine Mattice helps you create a strategic plan to support diversity and inclusion in your workplace and manage a diverse workforce.</p> <p>She outlines a process for creating a strategic plan and benchmarks for success. To bring your plan to life, she provides tips for implementing a diversity policy, recruiting and hiring, and asking diversity-related questions during interviews. (Compliance issues are also discussed along the way.) Catherine also explains how to integrate diversity within the performance management processes, including measuring employees on their ability to work well with others and measuring managers on their ability to drive and implement diversity initiatives.</p> <p>Last, she covers "people practices," such as improving communication through open-door policies and ensuring work-life balance accommodates employees' lives and family responsibilities. When you're faced with organizational challenges, such as resistance to change, prejudice, or fear, Catherine provides tools to address them head-on.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Managing Someone Older Than You	<p>Managing someone older can be a challenge if they have a different way of working or communicating. However, with the right leadership, generational differences can be overcome—or even transformed into benefits for your organization. This course explains how to build more effective communication and collaboration with older workers and build a harmonious and efficient multigenerational team. Instructor and career coach John Tarnoff explains how to onboard an older worker and help established employees become more engaged and more collaborative. He also explains how to overcome age bias (both towards and from older workers) and motivate older workers to be their best, sharing the wisdom that their years of experience can provide to enrich your team.</p>
Managing Generation Z	<p>Today’s managers understand the importance of bridging generation gaps—uniting traditionalists, baby boomers, Generation X, and millennials. But many fail to recognize that a new generation is here. Generation Z is significantly different than its predecessors: more realistic, competitive, and motivated. So how are managers going to adapt to the needs of these workers and future leaders? Join experts David Stillman and Jonah Stillman, a father and son team spanning Gen X and Gen Z, to learn what makes Gen Z unique as employees. Explore how Gen Z communicates, collaborates, receives feedback, and derives value from work. Using David and Jonah’s tips, you’ll be better prepared to recruit, retain, and manage this incredibly unique and diverse generation.</p>
Managing Multiple Generations	<p>Discover how to successfully manage multiple generations in the workplace with Christina Schlachter, PhD. Learn about each generation present in today's workforce, from Baby Boomers to Millennials, and figure out what each group wants and needs, and how they like to be managed, developed, and promoted.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Diversity: The Best Resource for Achieving Business Goals	<p>“Diversity and inclusion” has become such a familiar phrase that it’s easy to lose sight of what it means. Workplaces that incorporate a wide range of human experience—across gender, culture, age, sexual preference, and other differences—are more adaptable and more innovative places to work than their more homogeneous competitors. Not surprisingly, they do better on recruitment, retention, productivity—basically any measure of success you can think of. This course explains how to improve your organizations diversity and inclusion by thoughtfully examining the challenges and opportunities they present. Learn how to support a diverse workforce through wise management, carefully structured conversations, and a culture designed to celebrate the unique value of each team member. This course includes videos from: Jane Hyun, an internationally renowned executive coach and leadership strategist Kathryn Minshew, founder and CEO of The Muse, a career discovery platform Wendy Luhabe, South African social entrepreneur Nilofer Merchant, marketing expert and TED speaker (“Sitting Is the Smoking of Our Generation”) Claire Groen, vice president of litigation and deputy general counsel at Amway Note: This course was produced by Big Think. We are pleased to host this content in our library.</p>
Fighting Gender Bias at Work	<p>Gender bias is holding women back in the workplace. Whether deliberate or unconscious, bias makes it harder for women to get hired and promoted and negatively impacts their day-to-day work experiences. Created by LeanIn.Org, this short video series—one introductory video and six two-to-three-minute videos—is designed to provide an understanding of how gender bias impacts women’s and men’s experiences at work. These videos cover the five most common types of biases women face and address the concept of intersectionality. The videos can be watched individually or paired with a card-based activity that brings people together to have meaningful discussions about gender bias. For additional resources on combating gender bias in the workplace, visit leanin.org/50ways.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Marketing to Diverse Audiences	<p>Good marketing reaches an audience where they are. And it's crafted by people who take the time to understand who their audience is and what they actually want. When marketing campaigns come across as tone-deaf, it's often because the campaign's creators leaned on their assumptions instead of investigating the nuances of their target market.</p> <p>In this course, instructor Jonathan Jackson shares strategies for checking your assumptions at the door and reaching diverse audiences with organic marketing messages. Get insights on how to create tailored messaging, as well as how to build a community for—and by—diverse audiences. Plus, hear from a panel of experts on why diverse marketing should be a critical part of your marketing strategy today and into the future.</p>
Multinational Communication in the Workplace	<p>Successful business communication often hinges on one's understanding of nuance. But in international workplaces, linguistic nuances can easily be lost in translation, making interactions less efficient (and in some cases, less positive). In this course, instructor Luna Checchini shares tips that can help native and nonnative English speakers alike address the subtle cultural and linguistic challenges that often crop up in international workplaces. Learn how to effectively facilitate multinational meetings, as well as how English speakers can make their phrasing easier for nonnative speakers to understand. Plus, Luna shares tips that can help nonnative speakers communicate effectively in English, including how to write and read business emails and manage phone conversations.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Overcoming Imposter Syndrome	Those who experience imposter syndrome often believe they are inferior to others or have faked their way into positions despite impressive accomplishments. Up to 70% of both women and men, especially high-achievers, experience imposter syndrome at some point in their career. This false belief system leads some people to self-sabotage, turn down career and growth opportunities, and limit their own career trajectories. Join instructor Carolyn Goerner as she explains the different types of imposter syndrome and shares constructive ways you can begin to overcome this negative thought cycle.
Preventing Harassment in the Workplace	Harassment is still pervasive in many workplaces—despite the fact that nearly every organization has an anti-harassment policy in place and offers related training. How can HR leaders—and leaders in general—proactively create safe and healthy workplaces? What are the standards required? In this course, Catherine Mattice Zundel explains how to approach this critical topic so that real, positive change can occur at your organization. Catherine dives into the realities of harassment, defining what it actually is and why many targets choose not to report it. Discover how to help prevent harassment by placing a greater focus on culture in conjunction with policy and training. In addition, learn tips that can help you talk openly about behaviors so that you don't cross boundaries.

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Proven Success Strategies for Women at Work	<p>Women are underrepresented in the C-suite. And women who aspire to leadership roles face unique challenges in today's companies. They are passed over for key opportunities, paid less than their male colleagues, and left out of critical networks and sponsor relationships. Additionally, smaller everyday challenges impede women's progress at work, like being interrupted in meetings, having their ideas stolen, or having to do 'invisible work' for no credit. Being a woman at work today requires a unique set of skills and strategies.</p> <p>In this course, business consultants Deborah Kolb and Elizabeth Robillard help women learn these strategies so they can get the job they want, the pay they deserve, and the credit that counts. They provide guidance on how to identify challenges, negotiate for better opportunities and compensation, get helpful feedback, and create a network of support. In the course, they use scenarios of real women tackling these challenges and coming out ahead.</p>
Recruiting Veterans	<p>With roughly 200,000 men and women transitioning out of the military each year, veterans are a rich source of talent to tap. Through their military training, veterans learn the importance of strong leadership and connecting jobs to mission and values. In this course, veteran recruiting expert Lida Citroën helps recruiters identify and appreciate the differences between post-9/11 veteran and civilian candidates, as well as the qualities, skills, and talents veterans offer to employers. She also addresses questions on building your company brand to be attractive to veterans. What appeals to veteran candidates and what turns them off? Where should companies spend money and resources? How do you identify the military skills you want to attract?</p> <p>Last, Lida discusses ways to adapt your hiring process, teams, and systems to accommodate veteran employees, emphasizing onboarding and retention of veteran candidates.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Skills for Inclusive Conversations	<p>Organizations reap the benefits of diversity—when employees bring their whole, authentic selves to work. Diverse teams are more productive, innovative, and engaged. Authenticity at work includes sharing and speaking up about work and life experiences that may be different based on one’s identity. Developing the skills to conduct meaningful conversations on potentially polarizing topics such as race, religion, and gender is critical for human resources professionals, managers, and team leaders. Mary-Frances Winters offers a multistep process for building the skills necessary to engage in inclusive conversations. Find out how to conduct an exploratory self-assessment to better understand yourself and your team, learn tactics to go from polarization to common ground, and discover practical techniques for discussing difficult topics.</p>
Social Interactions for Multinational Teams	<p>If a fear of unknown differences causes you to shy away from international collaborations, you can overcome such concerns by learning how to communicate respectfully across cultures. This course explains how members of diverse workforces can effectively correspond. Learn how to avoid common communication mistakes, whether linguistic, written, verbal, or unspoken. Discover how different cultures view eye contact, gestures, personal space, and other body language. Find out how behaviors are interpreted by many cultures, behaviors like punctuality, interruptions, providing feedback, and more. Gain tips you can readily implement so that you and your multinational team can interact professionally.</p>
Teaching Civility in the Workplace	<p>Focusing on eradicating negative behaviors isn’t always enough to create a happy workplace. Employees and managers also need to learn what they should do to make their environment a respectful and pleasant one. In this course, join Catherine Mattice Zundel as she shares how to create a happier, healthier workplace by teaching civility and setting a good example with your own behavior. Learn about negative behavior as a social phenomenon, what microaggressions look like in action, and how to replace negative language with positive words. Plus, get tips for becoming a more active listener, standing up for yourself when you experience microaggressions and incivility, and coaching others.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Unconscious Bias	<p>We're all biased. Our experiences shape who we are, and our race, ethnicity, gender, height, weight, sexual orientation, place of birth, and other factors impact the lens with which we view the world. In this course, diversity expert Stacey Gordon helps you recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint. Stacey explains some of the most common forms that a bias takes: affinity bias, halo bias, perception bias, and confirmation bias. She helps you recognize the negative effects of bias within your organization, as well as the benefits to be realized by uncovering bias in decision-making processes. Finally, she outlines strategies for overcoming personal and organizational bias.</p>
Women Helping Women Succeed in the Workplace	<p>From sexual harassment, to social conditioning toward perfectionism, to simply being taken seriously by men, women are still in the position of having to fight for what they deserve. This course is a roadmap to self-advocacy and career success. Women—and their male allies—can learn how to advocate for raises, build self-confidence, convey executive presence, and stop sexual harassment. Aspiring board members can also learn why it's important to stay true to yourself: your unique perspective is an asset, not a liability. This course includes videos from: Sallie Krawcheck, CEO and cofounder of Ellevest, an investing platform for women Valerie Purdie Greenaway, social psychologist at Columbia University Gretchen Carlson, TV commentator, journalist, author, Ted Talk alum, and female empowerment advocate Claire Shipman, TV journalist and author of The Confidence Code Halla Tómasdóttir, Icelandic businesswoman, politician, and speaker Note: This course was produced by Big Think. We are pleased to host this content in our library.</p>

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Course Title & Link	Course Description
Women Transforming Tech: Breaking Bias	<p>Break into the tech industry by breaking bias. Learn skills to level the playing field, gain visibility, build a network, pick the right projects, and pave the way for change. The Women Transforming Tech series is focused on helping women interested in working in and staying in the tech industry. In this short course, Lori Mackenzie, a professor at Stanford Graduate School of Business and executive director of the Clayman Institute for Gender Research, explains what women can do to break implicit and explicit bias and come out ahead. Using these tips, you can start your career off strong—and transform the tech industry from the inside out.</p>
Women Transforming Tech: Building Your Brand	<p>Building your brand is critical to reaching your career goals and climbing the career ladder. A strong brand clarifies your strengths and helps build trust and credibility with others. This short course—part of the Women Transforming Tech series—helps young women in tech understand how to leverage their unique personal brand to meet their professional goals. Syamla Bandla—a tech leader and current director of product engineering at Facebook—explains why a personal brand is so beneficial, and shows how to define, promote, and evolve your brand. She also describes how personal branding can be applied to overcome obstacles and how introverts can use their brand to build connections.</p>
Women Transforming Tech: Finding Sponsors	<p>Sponsors are a type of uber mentor who can help you find jobs, overcome common challenges, and advance your career. But finding a sponsor often feels awkward or overwhelming to people just entering the industry—the people who need the support the most. It can be even more challenging for women, who may struggle to find female role models in their fields. This short course—led by best-selling author and technology leader Rashim Mogha—explains how to find a sponsor as a woman in tech. Rashim describes how to identify qualified sponsors, build meaningful relationships, and communicate your goals clearly. Using these tips, you can find a sponsor to partner with on high-impact projects and guide you to new career highs.</p>

LinkedIn Diversity, Inclusion, and Belonging Courses

Course Title & Link	Course Description
Women Transforming Tech: Getting Strategic with Your Career	<p>The unfortunate reality is that building a career in technology has proven more difficult for women than it has for men. Not only do women hold less tech jobs, but they also don't stay in tech for as long as men do. However, you can beat the odds and take charge of your career by getting strategic. This short course, led by Silicon Valley investor Megan Holsten-Alexander, covers strategies for breaking in and staying in the tech industry. Learn how to find the next job to climb the “career tree,” network with peers and mentors, set goals, ask for what you’re worth, and develop a direct communication style that propels you forward.</p>
Women Transforming Tech: Networking	<p>Building a career in technology can be challenging—especially for women. A solid community can make all the difference to a long-lasting career. This course is part of the Women Transforming Tech series, designed for women interested in working in and staying in the tech industry. Nitya Narasimhan—educator and senior program manager for developer relations at Microsoft—covers strategies for networking and building a supportive community. Learn how to identify connections, attend the right events, use tools such as social media to reach mentors and colleagues, and network inside and outside your industry. Nitya also introduces practical communication strategies for building relationships that last.</p>
Women Transforming Tech: Voices from the Field	<p>The Women Transforming Tech series is focused on helping women interested in working in and staying in the tech industry. It provides authentic, hard-won advice from leading women in tech, such as best-selling author and tech executive Rashim Mogha, venture capitalist Megan Holston-Alexander, and educator and developer Nitya Narasimhan. This roundtable discussion captures authentic conversation between these industry experts. They focus on topics affecting women in technology, including navigating the hiring process, belonging, being an authentic leader, making an impact, and building confidence.</p>