What You’ll Do

- Discuss the historical underpinnings of racial and social inequities, and their impact on workplaces and communities.
- Enhance leadership, conflict management and program development skills.
- Identify and develop a diversity-related project that will benefit your organization with support from subject matter experts and program facilitators.
- Become better prepared to address your organization’s equity and inclusion challenges for today’s 21st century workforce.

About the Maryland Commission on Civil Rights:
The Maryland Commission on Civil Rights’ mission is to ensure opportunity for all through the enforcement of Maryland’s laws against discrimination; provide educational outreach services related to provisions of these laws; and to promote and improve civil rights in Maryland.

About the Schaefer Center:
The Schaefer Center for Public Policy is the applied research division of the University of Baltimore’s College of Public Affairs. The Center provides program evaluation, policy analysis, management consulting, strategic planning, opinion research and professional development services to local, state and federal governments, nonprofit organizations and other enterprises.

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Why now?
In light of recent events across the country, workplaces and communities are faced with a renewed focus on addressing social and cultural inequalities. This program is an opportunity for organizations to take a proactive approach to incorporating best practices for diversity and inclusion while at the same time, developing leadership skills in their employees who participate.

How it works:
Participants will learn diversity and inclusion best practices through interactive activities, small group discussions, networking opportunities and dynamic speakers.

Only 30 participants will be accepted into the 2017 class.

The program includes:
- two-day opening retreat in March 2017
- seven, day-long monthly sessions with experts in the field
- online sessions and monthly practicum assignments to apply program content
- final presentation by each class member on their individual equity and inclusion project
- opportunity to present a project update to a future class.

How participants benefit:
- Become one of a diverse alumni network of program graduates who can share resources and best practices as well as on-going support and connection.
- Meet and learn from renowned experts in an intimate setting.
- Enhance personal leadership and management competencies and stand out as an in-house resource for equity and inclusion.
- Be recognized as a graduate of the founding class of the Maryland Equity and Inclusion Leadership Program.

How organizations benefit:
- Support a proactive approach to today’s unique workplace diversity and inclusion challenges.
- Enhance employee engagement and build a stronger leadership succession pipeline.
- Understand better the causes and impacts of social and structural inequalities that affect your workforce and your clients.
- Collaborate with other organizations in pursuing best practices for implementing equity and inclusion initiatives and practices.
- Build a reputation of corporate responsibility and commitment to diversity, inclusion, and equity.

2017 Class Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
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<tbody>
<tr>
<td>March 23 &amp; 24</td>
<td>Opening Retreat: Sources &amp; Impacts of Bias</td>
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<tr>
<td>April 13</td>
<td>Social Inequality &amp; Cultural Capital</td>
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<tr>
<td>May 11</td>
<td>21st Century Workforce</td>
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<tr>
<td>June 15</td>
<td>Effective Project Planning</td>
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<tr>
<td>July 13</td>
<td>Dimensions of Diversity</td>
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<tr>
<td>August</td>
<td>NO CLASS MEETING (online project assistance)</td>
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<tr>
<td>September 14</td>
<td>Leadership through an Equity Lens</td>
</tr>
<tr>
<td>October 19</td>
<td>Measuring Success</td>
</tr>
<tr>
<td>November 9</td>
<td>Project Presentations &amp; Graduation</td>
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</tbody>
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COST: *$700.00 per person (*special introductory rate) | Space is limited | Learn more and apply online at: meilp.ubalt.edu

Apply Now!