Course Title: Inclusive Leadership: Building Diverse Teams That Thrive
Course Code: BUS 273
Instructor: Yuka Nagashima

Course Summary:

This course curriculum has been updated from the previously taught Inclusive Leadership course (WSP374, 2019) to adapt to an interactive virtual format.

*Please see course page for full description and additional details.

Note About Live Attendance and Recording:

Choose one: These class sessions will not be recorded.

We will be exploring concepts of justice, equity, diversity and inclusion, where we will have multiple breakout room discussions as well as interactions in the main session. Because your engagement is the work product and to hold space for frank discussions to take place, we will not be recording the class sessions.

Live and constructive attendance according to the class code of conduct is required for credit. Students must attend at least 4 of the 5 sessions to receive credit, and students must notify the instructor prior to the class session starting if they will not be able to attend.

Grade Options and Requirements:

- No Grade Requested (NGR)
- Credit/No Credit (CR/NC)
  - Students must attend at least 4 out of 5 class sessions.

*Please Note: If you require proof that you completed a Continuing Studies course for any reason (for example, employer reimbursement), you must choose either the Letter Grade or Credit/No Credit option. Courses taken for NGR will not appear on official transcripts or grade reports.

Tentative Weekly Outline:

Prior to each class, brief “pre-work” will be assigned.

Week Zero (pre-work):
- Find out where your name came from and/or what it means
- Take the tendency assessment (free): at http://j.mp/TendenciesQuiz

Week One: Justice Equity Diversity and Inclusion (JEDI) as a basis for Inclusive Leadership
• Course overview and approach
  Knowledge vs. practice
• Communication guide to having difficult conversations
• Go over pre-assigned exercise: Unearned Privilege Check
• Naming realities: Basic JEDI vocabulary, exploring “powerisms”
  (e.g., BIPOC, white culture, intersectionality, equality vs. equity, diversity vs. inclusion)

Week Two: Developing a JEDI Lens
• Addressing the root cause vs. symptoms
• Acknowledging our blind spots and implicit biases
• Naming realities: Advanced JEDI vocabulary
  (e.g., holding and building space, secondary trauma, diversity tax, mentorship vs. sponsorship)

Week Three: JEDI is Counter-Intuitive
• Recognizing the norm: characteristics of white supremacy culture
• Top mistakes made when trying to form an inclusive team

Week Four: Techniques for an Inclusive Leader
• Five whys, “who benefits?”, wise speech, bright spots, awareness check
• Finding allies, being allies
• Burning questions
• Guest speakers: Best Practices
  Hiring
  Talent retention and promotion

Week Five: Inclusive Leader is a Culture Leader
• Application of JEDI lens to existing programs and procedures
• How to establish new programs and procedures
• Identifying organization values
• What your organization looks like with JEDI lens