

Report on Diversity, Equity, and Inclusion (DEI) Certificate Programs Offered by Colleges/Universities



CriticalRace.org:

A Project of the Legal Insurrection Foundation

March 15, 2024

Contents

Executive Summary.....4
Background5
Main Findings of Certificate Database Research.....6
Number of Schools and Programs in Our Certifications Database6
Information on Program Costs6
High-Level Data Regarding Marketing/Program Description6
Program Examples8
Cornell University (NY) – Six Certificate Programs8
Diversity, Equity, and Inclusion Cornell Certificate Program.....8
Diversity, Equity, and Inclusion for HR Certificate Program8
Diversity, Equity, and Inclusion: Building a Diverse Workforce Certificate Program9
DEI: Dialogue for Change Certificate Program9
Mindful Inclusion Certificate Program..... 10
Equitable Community Change Certificate Program..... 10
Rice University (TX) – Diversity, Equity and Inclusion Certificate for Organizational Leadership..... 10
Harvard University (MA) - Equity, Diversity, Inclusion, and Belonging Leadership Graduate Certificate..... 11
Georgetown University (DC) – Executive Certificate in Diversity, Equity, and Inclusion... 11
Boston College (MA) – Online Certificate in Diversity, Equity, and Inclusion 12
University of Wisconsin-Madison (WI) – Professional Certificate in Diversity, Equity, and Inclusion..... 12
University of Minnesota (MN) – Equity and Diversity Certificate Program 12
Indiana University (IN) - Diversity, Equity, and Inclusion Leadership Certification Program 13
Carnegie Mellon University (PA) – Leading Change for Equitable, Inclusive, and Diverse Workplaces..... 13
University of Georgia (GA) – Diversity & Inclusion Professional Certificate 14
Examples of Marketing to Students..... 15

Potential and Important Leadership Skills	15
Georgetown University (DC) - Executive Certificate in Diversity, Equity, and Inclusion	15
Michigan State University (MI) – Certificate in Organizational Inclusion & Diversity	15
Carnegie Mellon University (PA) – Leading Change for Equitable, Inclusive, and Diverse Workplaces	15
Putting on one’s CV/Resume	16
University of Michigan (MI) – Professional Development Diversity, Equity, and Inclusion Certificate	16
University of Pennsylvania (PA) – Optimizing Diversity on Teams	16
Professional Certification.....	17
Pennsylvania State University – Graduate Certificate in Leading in Diversity, Equity, and Inclusion	17
Cornell University (NY) – Five of Six DEI Certificate Programs	17
DEI Industry Growth and Robustness	18
Boston College (MA) – DEI Certificate	18
Northwestern University (IL) – Leading Equity and Inclusion in Organizations Certificate	18
Harvard University (MA) – Equity, Diversity, Inclusion, & Belonging Graduate Certificate Program	19
Potential Employer Payment for These Programs	20
Duke University (NC) - Inclusive Leaders Certificate	20
Brown University (RI) – Applied DEI Strategies Certificate.....	20
Georgetown University (DC) – Executive Certificate in Diversity, Equity, & Inclusion	20
University of Minnesota (MN).....	20
Pennsylvania State University (PA)	20

Executive Summary

Certificate programs have become increasingly popular, and several organizations have offered certificates on topics related to diversity, equity, and inclusion. The Society of Human Resource Management (SHRM) (the largest professional human resources association) and Institute for Diversity Certification have launched their Inclusive Workplace Culture Specialty Credential and Certified Diversity Executive credentials, respectively.

Colleges and universities have also increasingly offered these programs. After reviewing 100 leading colleges and universities, we found that 48 schools offered such DEI certificate programs, each of which had one certificate program. The exception was Cornell University which offered six DEI certificate programs on topics ranging from “Equitable Community Change” to “Building a Diverse Workforce.” Topics in these programs range from “Race, Racism, and White Supremacy” at the University of Minnesota to “Government Relations and Diversity, Equity, and Inclusion” at Indiana University.

We also found these certificate programs can be costly. Of the 53 programs in our database, 30 programs had specific price information listed. The average cost among these programs in our database is \$4,129.10 and the median total cost is \$2,624.50. One program’s cost (Northwestern University’s Leading Equity and Inclusion in Organizations Certificate) was as high as \$24,788.

These programs are marketed to students as having professional and career benefits. 32 programs highlighted overall business success, types of professions who should attend, leadership skills, professional certification, and other positive career-related factors. Harvard University said that its “credential—demonstrating inclusive leadership skills—will provide you with a competitive advantage in even the tightest job markets.” Northwestern University stated that 38% of students in its Leading Equity and Inclusion in Organizations Certificate (LEIOC) program were “employed in internal or consulting DEI roles within six months of graduation.”

These benefits are touted despite the current unfavorable job market for DEI positions that has developed as corporations have cut back in response to economic pressures large numbers of DEI jobs in higher education have been eliminated in several states due to political pressure. We found that none of the program websites we examined mentioned this unfavorable job market.

Background

In 2020, *Inside Higher Ed* [reported](#) that interest was amplified interest “among employers, students, workers and policy makers in online certificates, industry certifications, apprenticeships, microcredentials, boot camps and even lower-cost online master’s degrees.” According to [survey data](#) from McKinsey & Company, certificate providers are “increasingly being considered equivalent to more traditional institutions of higher education” among adult learners. Consequently, there has been an explosion of “online, digital credentials focused on certificates and certifications that summarize achievement, skills or competency,” [according](#) to the *Harvard Business Review*.

However, certificate providers and universities are also offering online certificate programs focusing on DEI, anti-racism, inequity, and inclusivity. The Society for Human Resource Management, a global HR professional organization, [offers](#) its “Inclusive Workplace Culture Specialty Credential,” where participants “will learn how to maximize potential through fostering a positive work environment rooted in inclusivity and belonging.” The program is \$2,105 for nonmembers and \$1,830 for members. The Institute for Diversity Certification (IDC) offers both a Certified Diversity Executive (CDE) [credential](#) (called the “gold standard for organizational executives and DEI leaders”) and a Certified Diversity Professional (CDP) [credential](#) (which discusses “The Business Case for DEIA” and “Measuring the Impact of Diversity, Equity, Inclusion, and Accessibility”). And as will be discussed in this report, colleges and universities have also offered such programs.

And some recipients of these certificates are in senior diversity positions and may have even received professional benefits. Alade McKen, chief diversity officer of Columbia University’s medical school, received a DEI certificate from Cornell, [according to](#) *Washington Free Beacon* reporter Aaron Sibarium. McKen was [accused](#) of plagiarism in 2024.

The Institute for Diversity Certification, which [reported](#) 264 new CDE certifications in 2023, [stated](#) that 55% of certification designees “report a promotion or new position after receiving their credentials.” They added, “Half of IDC designees report receiving a raise or bonus after earning their diversity and inclusion certification.”

However, with companies shifting away from DEI, it is questionable how valuable these programs might be for recipients. *Bloomberg* [reported](#) that hiring of corporate diversity officer has stalled. [According to NPR](#), “Since last July [2022], Indeed has seen DEI job postings drop by 38%.” And with [Florida](#) and [Texas](#) banning DEI initiatives in public colleges, further DEI job opportunities will likely decrease.

Main Findings of Certificate Database Research

Number of Schools and Programs in Our Certifications Database

Of the 100 schools researched, 48 had DEI certificate programs. There were a few other schools, but we either didn't have complete information or the publicly available information on the school(s) was out of date. In the 48 colleges/universities with certificates, we found 53 diversity certificate programs. As far as our research uncovered, each university had one, except for Cornell University which had six certificate programs.¹

Information on Program Costs

Of the 53 programs in our database, 30 programs had specific price information listed. The average total cost of a program was \$ 4,129.10, while the median total cost was \$ 2,624.50. Four programs were offered free of charge to participants.² The highest total program cost is Northwestern University's Leading Equity and Inclusion in Organizations Certificate, which is \$24,788.³

It is followed by Boston College's Certificate in Diversity, Equity, and Inclusion (\$12,912),⁴ Penn State's Graduate Certificate in Leading in Diversity, Equity, and Inclusion (\$12,325),⁵ and Harvard's Equity, Diversity, Inclusion, and Belonging Leadership Graduate Certificate (\$12,880).⁶ Five schools mentioned total program costs depending on tuition rates.⁷

High-Level Data Regarding Marketing/Program Description

Despite the unfavorable job market for DEI positions in recent months, we found that none of the program websites we examined mentioned this unfavorable job market. In fact, 32 programs highlighted overall business success, types of professions who should attend,

¹ [Diversity, Equity, and Inclusion - eCornell](#) | [Diversity, Equity, and Inclusion for HR - eCornell](#) | [Diversity, Equity, and Inclusion: Building a Diverse Workforce - eCornell](#) | [DEI: Dialogue for Change - eCornell](#) | [Mindful Inclusion - eCornell](#) | [Equitable Community Change - eCornell](#)

² [Social Entrepreneurship Certificate for Social Sector Leaders \(smu.edu\)](#) | [Mines Ambassador Application - Diversity, Inclusion & Access](#) | [Inclusive Excellence Certificate](#) | [Office for Institutional Equity and Diversity | NC State University \(ncsu.edu\)](#) | [Optimizing Diversity on Teams | Coursera](#)

³ [Tuition and Financial Aid: School of Education and Social Policy - Northwestern University](#)

⁴ [Diversity, Equity, and Inclusion Certificate - Graduate - Woods College of Advancing Studies - Boston College \(bc.edu\)](#)

⁵ [Leading in Diversity, Equity, and Inclusion Graduate Certificate Online - Penn State World Campus \(psu.edu\)](#)

⁶ [Equity, Diversity, Inclusion, & Belonging \(EDIB\) Graduate Certificate Program | Harvard Extension School](#)

⁷ [Diversity and Inclusion Certificate \(Undergraduate\) | Temple University](#) | [Leadership of Public Organizations Certificate | School of Public Affairs and Administration \(SPAA\) Rutgers University - Newark](#) | [Rackham Professional Development Diversity, Equity, and Inclusion Certificate » Rackham Graduate School: University of Michigan \(umich.edu\)](#) | [Diversity & Equity in Education | UIUC \(illinois.edu\)](#) | [DEI Certificate Program | Ohio State Online \(osu.edu\)](#)

leadership skills, professional certification, and other positive career-related factors. One even discussed direct career benefits⁸, and another cited growth in DEI positions over the last five years.⁹

⁸ [Equity, Diversity, Inclusion, & Belonging \(EDIB\) Graduate Certificate Program | Harvard Extension School](#)

⁹ [Diversity, Equity, and Inclusion Certificate - Graduate - Woods College of Advancing Studies - Boston College \(bc.edu\)](#)

Program Examples

Cornell University (NY) – Six Certificate Programs

Cornell University offers six certificate programs related to DEI through its eCornell platform.

Diversity, Equity, and Inclusion Cornell Certificate Program¹⁰

This program covers a number of different topics, including “Counteracting Unconscious Bias” and “Diversity, Equity, and Inclusion at Work.” The webpage says, “As today’s headlines prove, an inclusive work environment is not just a nice-to-have, it can make or break a company.”

Some of the key course takeaways include “Recognize unconscious bias and how it affects the way that people perceive and react to others,” “Understand the dimensions of diversity that matter most in organizations and why,” and “Assess stereotypes and prejudices that may influence behavior in work groups and learn methods to improve the psychological safety of all employees.”

The program also gives students “40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification.” The SHRM-CP (Society for Human Resource Management-Certified Professional) certification is a credential offered by the world’s largest human resources professional organization. ¹¹This program costs \$3,699.

Diversity, Equity, and Inclusion for HR Certificate Program¹²

The program covers a broad range of topics, including “Diversity, Equity, and Inclusion in Practice for HR” and “Countering Bias in the Workplace for HR.” The course description says, “Diversity, Equity, and inclusion have evolved from a focus on compliance to a strategic-level cultural effort with a demonstrated positive impact on a company’s performance and business results.”

Some key takeaways include “Assess the HR practices in place and whether they are likely to reduce the negative outcomes associated with unconscious bias” and “Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others.”

¹⁰ [Diversity, Equity, and Inclusion - eCornell](#)

¹¹ [SHRM Certified Professional | SHRM-CP](#)

¹² [Diversity, Equity, and Inclusion for HR - eCornell](#)

This program gives students “60 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification” and costs \$3,900.

Diversity, Equity, and Inclusion: Building a Diverse Workforce Certificate Program¹³

The program covers a number of different topics, including “Adopting Inclusive Hiring Practices” and “Counteracting Unconscious Bias.” Course participants will “identify the perceptual and psychological processes that impact the way that individuals interact with people who are demographically dissimilar from them.” The course description reads, “By refocusing your hiring practices on inclusion, you can meet and exceed your organization’s DEI goals then sustain them over time.”

Some key takeaways include how to “Mitigate bias across each area of the hiring process,” “Identify opportunities to track progress toward diversity and inclusion goals throughout the hiring process,” and “Develop inclusive assessment and selection practices.”

This program gives students “40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification” and costs \$3,900.

DEI: Dialogue for Change Certificate Program¹⁴

The course covers a number of topics, including “Counteracting Unconscious Bias” and “Dialogue Across Difference.” Participants will “identify the perceptual and psychological processes that impact the way that individuals interact with people who are demographically dissimilar from them.” The course description reads, “In this certificate program, you will expand your exploration of diversity, equity, and inclusion in the workplace with a deep dive into four development areas: human connection, social identity, intergroup communication, and strategic change.”

Key course takeaways include how to “Explore social identity,” “Explore privilege and allyship,” “Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others,” and “Identify the dimensions of diversity that matter most in organizations and why.”

This program gives students “10 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification” and costs \$3,900.

¹³ [Diversity, Equity, and Inclusion: Building a Diverse Workforce - eCornell](#)

¹⁴ [DEI: Dialogue for Change - eCornell](#)

Mindful Inclusion Certificate Program¹⁵

The course description reads, “Unlock your inclusive leadership potential through mindfulness and meditation. This certificate program prepares you to be successful with the intercultural aspects of working in an organization by developing your own inner resources and changing your perspective.” Some key course takeaways include how to “Identify intercultural dynamics within organizations” and “Foster a diversity mindset to enable innovation.”

This program gives students “30 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification” and costs \$3,750.

Equitable Community Change Certificate Program¹⁶

The program covers a broad range of topics, including “Identifying and Fighting Inequity,” “Analyzing Power and Systems,” and “Designing Policies and Policy Change.” The course description reads, “Advancing equitable community change depends on understanding racial, social, spatial, economic, and environmental systems and their biases while, at the same time, developing innovative solutions to seemingly intractable social problems.”

It also reads, “This certificate program delves into the knowledge and skills needed for individuals like you, working in all sectors of society, to manage development and changes in ways that build more equitable, just, and sustainable communities.”

Key course takeaways include how to “Identify the causes of inequity and plan to advocate for equitable community change,” “Identify how persistent problems have systemic causes and can be resolved through collaborative systems changes,” “Design a policy change program that would enable a shift from inequitable to equitable development,” and “Construct a public narrative aimed at bringing diverse people and communities together for equitable change.”

The program costs \$2,500.

Rice University (TX) – Diversity, Equity and Inclusion Certificate for Organizational Leadership¹⁷

This certificate gives students “practical tools, best practices, and strategies for successful DE&I training within your organization.” The four-course program also invites students to, “Join in an exploration of essential components of DE&I excellence and managing shifting

¹⁵ [Mindful Inclusion - eCornell](#)

¹⁶ [Equitable Community Change - eCornell](#)

¹⁷ [Organizational Leadership DEI Certification | Rice University](#)

attitudes towards social justice and gain the skills to improve DE&I efforts in your organization.”

The program also discusses ways “to mitigate the influence of bias, prejudice, and stereotypes on the decision-making process within the organization,” as well as “crucial components of systemic discrimination and understand the importance of managing various forms of power and privilege to foster inclusivity within organizations.”¹⁸

Harvard University (MA) - Equity, Diversity, Inclusion, and Belonging Leadership Graduate Certificate¹⁹

This certificate program claims to teach students to “become a powerful voice for strategic change within your organization.” Students will also “gain critical knowledge and skills to address bias and marginalization and to foster an inclusive corporate culture.” They will also, “Develop a strong understanding of history, bias, and power and privilege in the workplace.”

Harvard says that equity, diversity, inclusion, and belonging leadership are important because, “Creating a diverse, equitable, and inclusive corporate culture is key to staying competitive in today’s marketplace — for attracting and retaining both talent and customers. Thus, demand for inclusive leaders is increasing.” This program costs \$12,880.

Georgetown University (DC) – Executive Certificate in Diversity, Equity, and Inclusion²⁰

The school claims that its program “prepares you to analyze, diagnose, and address diversity, equity, and inclusion issues within organizations.” Students enrolled will “gain the leadership skills and insights needed to support a strategic, sustainable approach to diversity, equity, and inclusion management while utilizing knowledge of yourself as an agent of change in the workplace.”

Some program takeaways include “Identify differences among various models of group identity,” “Apply diversity, equity, and inclusion best practices through a systems-thinking approach,” and “Measure and report on impact of diversity, equity, and inclusion training initiatives.”

¹⁸ [Key Concepts in Organizational DEI | Rice University](#)

¹⁹ [Equity, Diversity, Inclusion, & Belonging \(EDIB\) Graduate Certificate Program | Harvard Extension School](#)

²⁰ [Executive Certificate in Diversity, Equity, & Inclusion Program | Georgetown SCS](#)

After completion, students may be “positioned to lead HR and talent management initiatives, implement long-term strategies, and effect change within organizations.” This program costs \$8,490.

Boston College (MA) – Online Certificate in Diversity, Equity, and Inclusion²¹

The college says that its certificate program “offers courses that help organizational managers, directors, and leaders develop enduring, long-term solutions that advance equity.” This four-course offering covers “Fundamentals/Foundations of DEI,” “Bias in the Workplace,” and “Implementing Successful DEI Strategies,” among other topics. This program costs \$12,912.

University of Wisconsin-Madison (WI) – Professional Certificate in Diversity, Equity, and Inclusion²²

The program claims to give students “the tools to create and commit to organizational diversity, equity and inclusion (DEI) priorities.” The program is meant for “people managers, functional managers, divisional leaders, executives, human resource practitioners and DEI leaders.”

Students should be “able to articulate both the moral and business case for DEI and communicate DEI values throughout your organization.” Additionally, the program claims, “Using research from neuroscience, psychology and sociology, you’ll understand how to effectively interact with and lead a multigenerational, diverse workforce and build high-performing, innovative and collaborative teams.” It costs \$2,295 to \$2,749 per program.

University of Minnesota (MN) – Equity and Diversity Certificate Program²³

This program covers several topics, including “My Role in Equity and Diversity Work,” “Addressing Implicit Bias and Microaggressions,” and “Race, Racism, and White Supremacy.” According to its website, the program “Offers learners a theoretical framework for understanding equity and diversity work” and “Helps learners develop necessary skills for equity and diversity work.”

The description of the “Race, Racism, and White Supremacy” module reads, “U.S. society, culture, and institutions were founded on racism and white supremacy. Today very little has

²¹ [Diversity, Equity, and Inclusion Certificate - Graduate - Woods College of Advancing Studies - Boston College \(bc.edu\)](#)

²² [Professional Certificate in Diversity, Equity, and Inclusion - Professional Degrees & Certificates \(wisc.edu\)](#)

²³ [Equity and Diversity Certificate Program | University of Minnesota \(umn.edu\)](#)

changed as we continue to see the massive amount of systemic inequities, mass incarceration, health disparities, and the individual lives of Black, Indigenous, and People of Color (BIPOC) lost on a daily basis.”²⁴

For non-profit, government-affiliated, and higher ed participants, the bundle rate is \$1,350 for the program. For businesses and corporate entities, the rate is \$1,575. For individuals, the rate is \$900.

Indiana University (IN) - Diversity, Equity, and Inclusion Leadership Certification Program²⁵

The program claims that it “offers participants a comprehensive, academically grounded training program with expert-led classes that help participants become better leaders, managers, and allies for today’s workplace.”

Key course topics include “Contemporary Topics on Diversity, Equity, and Inclusion,” “Government Relations and Diversity, Equity, and Inclusion,” and “Human Resources and Diversity, Equity and Inclusion.” Participants will “Understand personal, interpersonal, and systemic responsibilities of DEI-Informed leadership,” “Understand the impact of conscious and unconscious bias on organizational culture,” “Understand the role of DEI in local, regional, and national government,” and “Explore various perspectives on the current political landscape as it pertains to diversity, equity, inclusion, and accessibility.”²⁶

The program costs \$2,500.

Carnegie Mellon University (PA) – Leading Change for Equitable, Inclusive, and Diverse Workplaces²⁷

The program claims that it “gives leaders who are implementing DEI&B initiatives the tools and frameworks for selecting organization-appropriate interventions and successful implementation.” It states, “Most leaders already understand the moral and business imperative for increasing diversity, equity, inclusion, and belonging (DEI&B) in the workplace. But, like any other type of strategic organizational change, leading and

²⁴ [OED X108 ECHO: Race, Racism, and White Supremacy | University of Minnesota \(umn.edu\)](#)

²⁵ [Leadership Certification Program: Diversity Education: Office of the Vice President for Diversity, Equity & Inclusion: Indiana University \(iu.edu\)](#)

²⁶ [Curriculum & Schedule: Diversity, Equity, and Inclusion Leadership Certification Program: Indiana University \(iu.edu\)](#)

²⁷ [Leading Change for Equitable, Inclusive & Diverse Workplaces - Tepper School of Business - Carnegie Mellon University \(cmu.edu\)](#)

managing DEI&B initiatives takes a skilled leader and a well-considered team to implement significant and lasting change.”

Key course topics include “Learn the latest research on which DEI&B initiatives are effective, which are less effective, and why” and “Discuss the unique challenges of implementing DEI&B programming and ways to sustain progress in the face of resistance.”

The program costs \$4,400.

University of Georgia (GA) – Diversity & Inclusion Professional Certificate²⁸

The program is a partnership with “Inclusion Score, the operating system for assessing D&I organizational risk.” The course claims participants will “learn to minimize risk by creating inclusive business processes – from hiring practices to communications to supplier diversity.” It states that “Engaged leaders and managers of others,” “D&I consultants,” and others will be “Who Will Benefit” from this program. The program costs \$1,250.

²⁸ [Diversity & Inclusion Professional Certificate - Terry College of Business - UGA](#)

Examples of Marketing to Students

We wish to highlight several examples of how these programs are being marketed to prospective continuing education students.

Potential and Important Leadership Skills

Georgetown University (DC) - Executive Certificate in Diversity, Equity, and Inclusion²⁹

The program descriptions says that, after completion, participants will be “positioned to lead HR and talent management initiatives, implement long-term strategies, and effect change within organizations.” This program costs \$8,490.

Michigan State University (MI) – Certificate in Organizational Inclusion & Diversity³⁰

The program says that an “organization's long-term success depends upon its ability to create an environment where employees feel valued and have the tools they need to succeed” and that “Creating and maintaining an inclusive workplace is your competitive advantage!” To accomplish this, the program will cover “the tools you need to eliminate implicit bias in recruiting, hiring, and performance management.” This program costs \$1,200.

Carnegie Mellon University (PA) – Leading Change for Equitable, Inclusive, and Diverse Workplaces³¹

The program asserts, “Most leaders already understand the moral and business imperative for increasing diversity, equity, inclusion, and belonging (DEI&B) in the workplace.” It claims to give “leaders who are implementing DEI&B initiatives the tools and frameworks for selecting organization-appropriate interventions and successful implementation.” This program costs \$4,400.

²⁹ [Executive Certificate in Diversity, Equity, & Inclusion Program | Georgetown SCS](#)

³⁰ [Certificate in Organizational Inclusion & Diversity | School of Human Resources & Labor Relations | Michigan State University \(msu.edu\)](#)

³¹ [Leading Change for Equitable, Inclusive & Diverse Workplaces - Tepper School of Business - Carnegie Mellon University \(cmu.edu\)](#)

Putting on one's CV/Resume

University of Michigan (MI) – Professional Development Diversity, Equity, and Inclusion Certificate³²

The University of Michigan's Rackham Graduate School said that its "Professional Development Diversity, Equity, and Inclusion Certificate" can be "listed on a curriculum vitae or resume."

University of Pennsylvania (PA) – Optimizing Diversity on Teams³³

The University of Pennsylvania's "Optimizing Diversity on Teams" credential is shareable on LinkedIn and can be added to a participant's profile.

³² [Rackham Professional Development Diversity, Equity, and Inclusion Certificate » Rackham Graduate School: University of Michigan \(umich.edu\)](#)

³³ [Optimizing Diversity on Teams | Coursera](#)

Professional Certification

Pennsylvania State University – Graduate Certificate in Leading in Diversity, Equity, and Inclusion³⁴

Pennsylvania State University said that its online Graduate Certificate in Leading in Diversity, Equity, and Inclusion program can “also help HR professionals prepare for SHRM certification.” This program costs \$12,325.

Cornell University (NY) – Five of Six DEI Certificate Programs³⁵

Five out of the six eCornell (Cornell University) certificate courses we studied helped students earn professional development credits towards SHRM recertification.

³⁴ [Leading in Diversity, Equity, and Inclusion Graduate Certificate Online - Penn State World Campus \(psu.edu\)](#)

³⁵ [Diversity, Equity, and Inclusion - eCornell](#) | [Diversity, Equity, and Inclusion for HR - eCornell](#) | [Diversity, Equity, and Inclusion: Building a Diverse Workforce - eCornell](#) | [DEI: Dialogue for Change - eCornell](#) | [Mindful Inclusion - eCornell](#)

DEI Industry Growth and Robustness

Boston College (MA) – DEI Certificate³⁶

On its webpage for the online certificate in DEI, Boston College says that the “DEI field” grew by 113% over the last 5 years (see screenshot below). This program costs \$12,912.

Northwestern University (IL) – Leading Equity and Inclusion in Organizations Certificate³⁷

Northwestern University stated that 38% of students in its Leading Equity and Inclusion in Organizations Certificate (LEIOC) program were “employed in internal or consulting DEI roles within six months of graduation.” (See screenshot below). The program costs \$24,788.³⁸

³⁶ [Diversity, Equity, and Inclusion Certificate - Graduate - Woods College of Advancing Studies - Boston College \(bc.edu\)](#)

³⁷ [Leading Equity and Inclusion in Organizations Certificate : School of Education and Social Policy - Northwestern University](#)

³⁸ [Tuition and Financial Aid: School of Education and Social Policy - Northwestern University](#)

Leading Equity and Inclusion in Organizations Certificate Curriculum Overview

76%

LEIOC students enroll part-time and work full-time throughout the program

36

Is the average age of LEIOC students when entering the program and with a range of 3 to 30+ years of work experience

38%

LEIOC students employed in internal or consulting DEI roles within six months of graduation

[VIEW CURRICULUM](#)

Harvard University (MA) – Equity, Diversity, Inclusion, & Belonging Graduate Certificate Program³⁹

Harvard said that the “demand for inclusive leaders is increasing” and that its “credential—demonstrating inclusive leadership skills—will provide you with a competitive advantage in even the tightest job markets.” (See screenshot below). The average total cost of the program is \$12,880.

³⁹ [Equity, Diversity, Inclusion, & Belonging \(EDIB\) Graduate Certificate Program | Harvard Extension School](#)

Potential Employer Payment for These Programs

Five colleges and universities indicated that employers could pay for these certificate programs: Duke University, Brown University, Georgetown University, University of Minnesota, and Pennsylvania State University.

Duke University (NC) - Inclusive Leaders Certificate⁴⁰

The schools said, “Many companies will reimburse employees for educational expenses. Contact your manager or HR department for more information.”

Brown University (RI) – Applied DEI Strategies Certificate⁴¹

On “Employer Support & Funding”, the school says, “Does your organization offer tuition assistance or funding for professional development? Taking advantage of your employer-sponsored educational benefit program is the perfect way to finance your education, gain new skills and add value for your company. Customize this sample letter to start the conversation with your manager.”

Georgetown University (DC) – Executive Certificate in Diversity, Equity, & Inclusion⁴²

The school mentions “Employer Education and Training Budgets” and says, “Some employers offer funding for employee education or professional development. If an employer guarantees payment for employee education and training, Georgetown will accept an Intent to Pay form. If you are using employer sponsorship or training authorizations, you must submit an Intent to Pay form with your registration.”

University of Minnesota (MN)⁴³

The school offers bundle rates on programs for self-supporting individuals and businesses/corporate entities.

Pennsylvania State University (PA)⁴⁴

The school says, “Penn State World Campus also offers an Employer Reimbursement and Tuition Deferment Plan.” It also mentions, “Students pursuing a certificate are considered

⁴⁰ [Inclusive Leaders | Continuing Studies \(duke.edu\)](#)

⁴¹ [Registration & Cost | School of Professional Studies | Brown University](#)

⁴² [Executive Certificate in Diversity, Equity, & Inclusion Program | Georgetown SCS](#)

⁴³ [Equity and Diversity Certificate Program | University of Minnesota \(umn.edu\)](#)

⁴⁴ [Leading in Diversity, Equity, and Inclusion Graduate Certificate Online - Penn State World Campus \(psu.edu\)](#)

‘nondegree,’ a status that is not eligible for federal student aid, including the Federal Direct Stafford Loan program. A private alternative loan may be an option to consider.”