

THE GRADUATE PERSPECTIVE

Stephanie Slowly,
MEILP Class of 2017

“I’ve always been an advocate of diversity, equity and inclusion. To actually go through formal education on it has really opened my eyes to things I did not even know about before. The networking has been fabulous, the education has been top notch and I’m looking forward to taking all of this back to my agency and being a diversity, equity and inclusion advocate going forward.”

PARTICIPANT BENEFITS

- Broaden and deepen your knowledge and understanding of diversity, equity and inclusion issues, as well as best practices and evidence-based strategies for addressing these issues in the workplace and the community.
- Meet and learn from renowned experts, in both industry and academia, in an intimate and interactive setting.
- Enhance your personal leadership and management competencies and stand out as an in-house leader and resource for equity and inclusion.
- Become part of a diverse alumni network with program graduates who can share resources and best practices, as well as ongoing support and connections.

ORGANIZATIONAL BENEFITS

- Demonstrate a proactive approach to today’s unique workplace diversity and inclusion challenges.
- Enhance employee engagement and build a stronger, diverse and more inclusive talent pool and leadership pipeline.
- Acquire in-house expertise and knowledge from participating employees about social and structural inequalities that affect your workforce and clientele.
- Build and strengthen a reputation for corporate social responsibility and commitment to diversity, inclusion and equity.
- Collaborate with other organizations in pursuing best practices for implementing equity and inclusion initiatives.

MARYLAND COMMISSION ON CIVIL RIGHTS

It is the mission of the Maryland Commission on Civil Rights to ensure opportunity for all through the enforcement of Maryland’s laws against discrimination in employment, housing, public accommodations and state contracts, to provide educational outreach services related to provisions of this law, and to promote and improve civil rights in Maryland.

SCHAEFER CENTER FOR PUBLIC POLICY

The Schaefer Center for Public Policy is the applied research division of the University of Baltimore 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 agencies, nonprofit organizations, and other enterprises.

SPONSORSHIP OPPORTUNITIES

Contact Tara Taylor or Ann Cotten at the numbers listed below for information on partnership and sponsorship opportunities.

CONTACT

Tara Taylor

MEILP Program Director
Education and Outreach Director
Maryland Commission on Civil Rights
6 St. Paul Street, Suite 900
Baltimore, MD 21202
410.767.6459
tara.taylor@maryland.gov

Dr. Ann Cotten

Director
Schaefer Center for Public Policy
University of Baltimore
College of Public Affairs
1401 N. Charles Street
Baltimore, MD 21201
410.837.6188
acotten@ubalt.edu
scpp.ubalt.edu



MARYLAND EQUITY AND INCLUSION LEADERSHIP PROGRAM

OFFERED BY:
Maryland Commission on Civil Rights
and the
University of Baltimore
Schaefer Center for Public Policy
meilp.ubalt.edu

MARYLAND EQUITY AND INCLUSION LEADERSHIP PROGRAM

WHO SHOULD APPLY

This program is ideal for developing and experienced professionals from public, nonprofit and private organizations who want to design, lead and promote diversity, equity and inclusion (DEI) initiatives in their organizations. It is open to executive, mid-level and emerging leaders without substantial DEI knowledge or experience and who wish to acquire the requisite knowledge, attitudes and skills to develop and support DEI in their organizations.



PROGRAM FORMAT

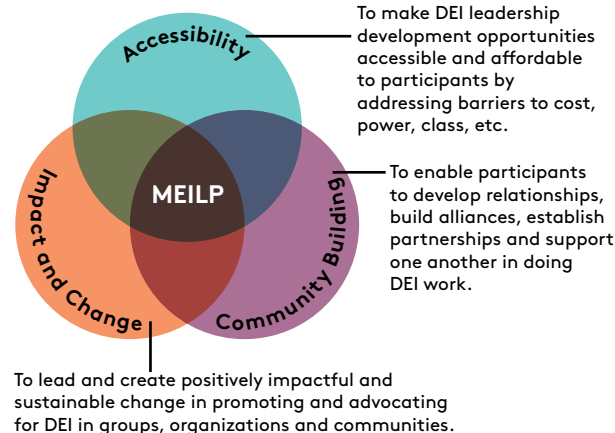
The program includes a two-day opening retreat at the beginning of the year, followed by 10 monthly sessions that are held in-person, and a concluding colloquium in which participants present their DEI projects to the program community. This yearlong program is delivered through dynamic speakers, interactive activities and facilitated group discussions. It also includes ample networking opportunities, as well as between-session coaching, small group dialogue and reflective exercises for participants.

**SESSIONS START IN JANUARY.
SPACE IS LIMITED.**

COST: \$3,000 per person | Learn more and apply online at meilp.ubalt.edu.

CORE PROGRAM VALUES

There are three core values that guide our program vision and purpose:



PROGRAM PHILOSOPHY AND APPROACH

- Through a constructive, systemic approach, participants will explore, experience and deepen their understanding and awareness of structural, social and cultural inequities in their workplaces and communities. The program places a primary focus on a deeper understanding of race and racism, including what those terms mean, where they come from, how they operate for individuals, groups and for society as a whole, and why it continues today.

- Participants can expect to engage in honest introspection and genuine learning conversations with others in a supportive environment. The program environment supports relationships and connections among participants. These connections sustain the work and resource support when the program ends.
- The program also takes an intersectional approach to understanding diverse, equitable and inclusive organizations. We do this by exploring and discussing various identities (race, gender, religion, ability, sexual orientation, etc.) and histories of systemic oppressions within a framework of racial inclusion, equity and belonging.
- The program uses theory and empirical research to inform participant learning and class discussions while developing leadership and project planning skills to encourage participants to put theory into practice. The program is truly more than discussion. It is a real opportunity for our participants to engage, build connections and act to become part of the change they seek in their organizations and communities.

PROGRAM SCHEDULE*

- Session 1** Opening retreat - program overview and introductions (two days)
- Session 2** Historical and socio-political contexts
- Session 3** Individual and interpersonal perspectives and practices
- Session 4** Intra- and intergroup perspectives and practices
- Session 5** Organizational and leadership perspectives and practices
- Session 6** Community and societal perspectives and practices

- Session 7** Integrative application I: Assessing DEI needs (two days)
- Session 8** Integrative application II: Designing DEI initiatives
- Session 9** Integrative application III: Implementing and evaluating DEI initiatives
- Session 10** Building DEI capacity and sustainability
- Session 11** Capstone project presentations and graduation celebration

*Except where noted, sessions are one-day. See program website for schedule details.