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**SYLLABUS FOR
CERTIFIED DEI & INCLUSIVE WORKPLACE
PROFESSIONAL (CDEIWP)®**

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

PROGRAM DESCRIPTION

The **Certified DEI & Inclusive Workplace Professional (CDEIWP)**® certification is designed for HR leaders, DEI practitioners, and organizational change agents who aim to foster equity, belonging, and inclusion across the workforce. This credential validates strategic and operational expertise in DEI frameworks, inclusive policy development, bias mitigation, and organizational culture transformation.

Participants develop the capability to lead holistic inclusion programs, guide leadership, and embed equity across policies, processes, and employee experiences.

COURSE LEARNING OUTCOMES

Upon completing this certification, participants will be able to:

1. Develop and implement DEI strategies aligned with organizational vision and values.
2. Conduct DEI audits and establish inclusive measurement frameworks.
3. Craft inclusive recruitment, retention, and professional development practices.
4. Facilitate inclusive leadership and ERG (Employee Resource Group) programs.
5. Address bias, microaggressions, and workplace inequities.
6. Integrate DEI into performance management and talent analytics.
7. Navigate ethical and legal complexities in inclusion efforts.
8. Influence organizational culture, belonging, and inclusive leadership at scale.



TARGET AUDIENCE

- DEI Managers and Officers
- HR Professionals focused on Inclusion & Culture
- Talent & People Strategists
- Organizational Development and Culture Leads
- Employee Experience Professionals
- ERG Program Managers
- Public Sector and Nonprofit Inclusion Specialists

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

Although BLS does not provide a separate DEI category, the rise in DEI roles is evident: organizations embedding DEI into HR, ESG priorities, and leadership development are growing rapidly. Median annual salaries for DEI managers range between \$98,000–\$159,000, with senior roles posting figures in excess of \$200,000 in corporate environments.

CAREER PATHS FOR CDEIWP® HOLDERS

- Diversity, Equity & Inclusion Officer
- Head of Culture & Belonging
- Inclusive Leadership Coach
- ERG Program Manager
- Organizational Culture Consultant
- DEI Data & Analytics Specialist
- Talent Inclusion Strategist



MODULES AND SUBMODULES

Module 1: DEI Foundations and Strategic Frameworks

- 1.1 Business Case for DEI and ROI
- 1.2 Intersectionality and Inclusive Leadership
- 1.3 Strategic Planning for DEI Integration

Module 2: DEI Audits and Measurement

- 2.1 Inclusion Climate Surveys & Sentiment Analysis
- 2.2 DEI KPIs, eNPS, Equity Metrics
- 2.3 Auditing Organizational DEI Gaps

Module 3: Inclusive Talent Lifecycle Practice

- 3.1 Equitable Recruitment and DEI Sourcing
- 3.2 Onboarding, Retention, and Promotion Equity
- 3.3 Bias-Free Performance Evaluation

Module 4: Inclusive Leadership & Cultural Change

- 4.1 Training Leaders on Unconscious Bias & Allyship
- 4.2 Building Psychological Safety and Trust
- 4.3 ERG Launching and Sponsorship Strategy

Module 5: Belonging and Employee Experience

- 5.1 Employee Voice & Feedback Mechanisms
- 5.2 Inclusive Communication Channels
- 5.3 Recognition Programs and Belonging Rituals

Module 6: DEI Analytics and Data-Driven Insights

- 6.1 Data Governance, Bias Detection, and Privacy
- 6.2 Advanced DEI Metrics for Inclusion Strategy
- 6.3 Reporting to Stakeholders with Actionable Insight

Module 7: Ethics, Compliance & Psychological Safety

- 7.1 Legal & Ethical Considerations in DEI
- 7.2 Anti-Discrimination Policies and Enforcement
- 7.3 DEI Crisis Management and Risk Mitigation

Module 8: Global and Cross-Cultural Inclusion

- 8.1 International DEI Standards
- 8.2 Multi-Language, Remote-inclusive Culture Design
- 8.3 Global DEI Strategy and Policy Harmonization

Module 9: Change Management and Organizational Alignment

- 9.1 Leading Culture Transformation
- 9.2 Embedding DEI into Business Practices
- 9.3 Sustaining Momentum via Accountability Structures

Module 10: Capstone Project & Inclusive Strategy Plan

- 10.1 Designing a DEI Roadmap for a Real or Hypothetical Organization
- 10.2 Presentation of DEI Strategy with KPI Alignment
- 10.3 Reflection, Feedback, and Peer Evaluation

CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake permitted within three months
- **Delivery Mode:** Online, proctored platform

CERTIFICATION TESTING OUTCOMES

This certification validates ability to:

- Design and manage strategic, inclusive workplace initiatives
- Apply data and insights to measure DEI progress and impact
- Lead culturally competent and inclusive leadership programs
- Align DEI work with legal, ethical, and organizational governance
- Drive culture of belonging across diverse and global teams



ACCREDITATION AND RECOGNITION

The **CDEIWP®** certification is issued by AGILE-HRP®, aligning with global frameworks such as ISO 30415:2021 and international DEI standards. It is respected by corporate, public sector, nonprofit, and academic institutions as evidence of strategic DEI leadership capability.

CERTIFICATION DELIVERABLES

- Official Digital & Printed Certificate: **Certified DEI & Inclusive Workplace Professional (CDEIWP)®**
- Shareable Digital Badge for LinkedIn and Verification
- DEI Toolkit: Audit Templates, Measurement Models, Strategy Roadmaps
- Access to AGILE-HRP® DEI Professional Network
- 30 Continuing Education Units (CEUs)
- Inclusion Masterclass & Annual DEI Summit Invitations

PROGRAM FORMAT

- **Duration:** AS NEEDED
- **Mode:** Fully Online (Self Paced or Facilitated Cohort)
- **Includes:** Webinars, Case Studies, Peer Collaboration, Capstone Project

ELIGIBILITY REQUIREMENTS

- Minimum 2 years in DEI, HR, culture, or related role
- OR Bachelor's degree or equivalent professional experience
- Demonstrated interest in equity, inclusion, and organizational transformation

NEED ASSISTANCE?

For queries or certification support:

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