GLOBAL INSTITUTE FOR LEADERSHIP
AGILE
HRP®
HUMAN RESOURCES AND PROJECT EXCELLENCE

SYLLABUS FOR
CERTIFIED DIVERSITY, EQUITY & INCLUSIVE LEADERSHIP PROFESSIONAL (C-DEILP)®

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

PROGRAM DESCRIPTION

The **Certified Diversity, Equity & Inclusive Leadership Professional (C-DEILP)®** certification is a globally recognized program designed for leaders, professionals, and organizational change agents who aim to foster inclusive, equitable, and diverse workplace cultures. This program prepares participants to lead DEI strategies, implement equitable HR practices, dismantle systemic bias, and build culturally intelligent organizations aligned with modern leadership values and compliance frameworks.

C-DEILP® is ideal for HR leaders, DEI officers, and senior executives committed to translating DEI into business impact, employee engagement, and brand integrity.

COURSE LEARNING OUTCOMES

Upon successful completion of the C-DEILP® certification, learners will be able to:
1.   Develop and implement strategic Diversity, Equity, and Inclusion (DEI) frameworks across departments.
2.   Lead organizational change initiatives promoting belonging, equity, and cultural intelligence.
3.   Analyze DEI metrics and audit processes to identify bias and track progress.
4.   Create inclusive policies for hiring, retention, and promotion across diverse talent pools.
5.   Navigate legal and ethical considerations related to diversity and anti-discrimination.
6.   Facilitate inclusive leadership workshops and ERG (Employee Resource Group) programs.
7.   Foster environments where all voices are heard and valued in organizational decision-making.

TARGET AUDIENCE

- Chief Diversity Officers and DEI Managers
- Human Resources Professionals and Business Partners
- Organizational Development Practitioners
- Executive and Departmental Leaders
- Employee Engagement & Culture Consultants
- Corporate Social Responsibility Officers

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

According to the U.S. Bureau of Labor Statistics (2024), HR specialists and managers are projected to grow 6% from 2022 to 2032, with a significant demand for DEI-focused roles. The role of Chief Diversity Officer and Inclusion Strategist is among the top 20 emerging leadership positions in Fortune 500 companies. Salaries for DEI professionals range from $85,000 to $180,000 annually, depending on industry and region. DEI competencies are increasingly being listed as required qualifications in executive job postings across the public and private sectors.

CAREER PATHS FOR C-DEILP® HOLDERS:

- Chief Diversity & Inclusion Officer
- DEI Program Manager or Analyst
- Inclusive Leadership Coach
- Organizational Equity Consultant
- Culture & Belonging Strategist
- Global DEI Compliance Officer
- ESG & DEI Integration Manager

MODULES AND SUBMODULES

Module 1: Foundations of DEI in Leadership

- 1.1 History and Evolution of DEI in the Workplace
- 1.2 Business Case for DEI
- 1.3 DEI Terminology, Myths, and Misconceptions

Module 2: Inclusive Leadership Competencies

- 2.1 Emotional Intelligence and Unconscious Bias
- 2.2 Culturally Responsive Leadership Practices
- 2.3 Intersectionality and Decision-Making

Module 3: Equity-Centered Talent Practices

- 3.1 Inclusive Hiring, Promotion, and Succession
- 3.2 Pay Equity and Workplace Accessibility
- 3.3 Creating Equitable Performance Management Systems

Module 4: DEI Strategy, Planning, and Execution

- 4.1 Building and Sustaining DEI Roadmaps
- 4.2 Aligning DEI with Organizational Goals and ESG
- 4.3 Stakeholder Engagement and Communication Plans

Module 5: Metrics, Analytics & DEI Auditing

- 5.1 Key Performance Indicators (KPIs) for DEI
- 5.2 Conducting a DEI Audit
- 5.3 Using Data to Drive Change

Module 6: Compliance and Legal Considerations

- 6.1 Anti-Discrimination Laws and Protected Classes
- 6.2 DEI in Global and Multinational Settings
- 6.3 Inclusive Policy Development and Risk Management

Module 7: Cultural Intelligence and Belonging

- 7.1 Building Culturally Competent Organizations
- 7.2 Psychological Safety in Diverse Teams
- 7.3 Tools for Promoting Belonging and Allyship

Module 8: ERGs, Sponsorship, and Representation

- 8.1 Creating and Supporting Employee Resource Groups
- 8.2 Leadership Sponsorship and Representation Goals
- 8.3 Inclusive Communication and Branding

Module 9: Organizational Change and Transformation

- 9.1 Change Models for DEI Implementation
- 9.2 Overcoming Resistance and DEI Fatigue
- 9.3 Internal Coaching and DEI Advocacy Training

Module 10: Capstone Integration and Case Study

- 10.1 Strategic DEI Plan Simulation
- 10.2 Case Study: Global DEI Crisis Management
- 10.3 Final Capstone Presentation and Reflection

CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake allowed within 3 months
- **Delivery:** Online proctored testing platform

CERTIFICATION TESTING OUTCOMES

The C-DEILP® certification exam evaluates practical competencies in:

- Leading DEI strategy and change initiatives
- Designing inclusive talent and HR policies
- Measuring DEI effectiveness using real-world metrics
- Navigating bias, ethics, and compliance in leadership
- Communicating across cultures and underrepresented groups

ACCREDITATION AND RECOGNITION

Public and private institutions internationally recognize the C-DEILP® certification. Endorsed by AGILE-HRP®, it aligns with ISO 30415:2021 (Human Resource Management — Diversity and Inclusion) and ISO/IEC 17024 (Personnel Certification). It is accepted by multinational corporations, nonprofit agencies, higher education institutions, and government entities for leadership development, compliance training, and ESG initiatives.

CERTIFICATION DELIVERABLES

- Digital Certificate: Certified Diversity, Equity & Inclusive Leadership Professional (C-DEILP)®
- Digital Badge for LinkedIn and Resume
- Certification Transcript and Credential ID
- Lifetime Access to AGILE-HRP® DEI Leaders Network
- Templates: DEI Strategy Roadmap, DEI Audit Toolkits, Equity Action Plans

PROGRAM FORMAT

- **Duration:** Whenever ready
- **Mode:** 100% Online (Self-paced with live support)
- **CEUs:** 30 Continuing Education Units
- **Support:** Dedicated Mentor & Peer Community Access

ELIGIBILITY REQUIREMENTS

- Minimum 2 years in HR, management, or DEI-related role
- OR Bachelor's degree or equivalent leadership experience
- Commitment to building inclusive, equitable, and ethical workplaces

NEED ASSISTANCE?

For queries or certification support:

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