

SHRM Inclusive Workplace Culture Specialty Credential

Every workplace has a culture, and whether it's intentionally designed or habitually overlooked is a critical differentiator in the success of an organization. Diverse, inclusive, flexible and engaging workplaces are where people thrive. The Inclusive Workplace Culture Specialty Credential gives HR professionals the strategies and tools needed to successfully shift organizational culture. In this program, participants will learn how to maximize potential through fostering a positive work environment rooted in inclusivity and belonging, ultimately unlocking the organizational gains of a diverse and dedicated workforce.



How to earn the SHRM Inclusive Workplace Culture Specialty Credential

When you purchase the [SHRM Inclusive Workplace Culture Specialty Credential](#), your learning package includes the following components:

1. **Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation** – select the program that works best for you.
2. **Three SHRM eLearning courses** – as your schedule allows, complete the three SHRM eLearning courses focused on the skills required for fostering a culture of inclusion:
 - Cultivating Support for an Inclusive Workplace Culture
 - Introducing Allyship to Foster an Inclusive Workplace Culture
 - Measuring Successes of an Inclusive Workplace Culture
3. **Inclusive Workplace Culture Knowledge Assessment** – Once the instructor-led program and all eLearning courses are complete, successfully pass an online, Inclusive Workplace Culture knowledge assessment.

Upon completion of all components and passing assessment, you will earn 22 PDCs total along with your certificate of achievement and digital badge. Be sure to add your SHRM Specialty Credential achievement to your resume, signature block, and social media profiles to validate your credibility and demonstrate your dedication to the industry.

Instructor Led Program (in-person or live online)

- **Title: Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation**
Numerous research studies confirm that diverse workforces lead in innovation, productivity and profitability. The key to unlocking these organizational benefits is to create supportive environments where authenticity and psychological safety thrive. In this enlightening, scenario-based course, you will discover the characteristics and impact of a comprehensive diversity, equity and inclusion approach, including how to increase diversity and support equity within the structure of your organization.

Through meaningful discussions that highlight what an inclusive culture is, why it matters and how to develop one, you will acquire tools and techniques to foster a meaningful culture of belonging for your staff. You will learn how to make mindful decisions; support sustainable change; and build strong initiatives to engage, develop and motivate your employees.

Program Objectives:

- Explore techniques to create, maintain, and measure an inclusive workplace through communication, mentorship, hiring practices, executive level support, facilitation, listening, data reporting, and training
- Apply strategies that foster inclusion to common workplace situations by addressing implicit bias, making mindful decisions, and reinforcing positive change
- Write a plan that identifies next steps for creating an inclusive workplace culture at your organization

eLearning Components

- **Title: Cultivating Support for an Inclusive Workplace**
The Cultivating Support for an Inclusive Workplace Culture course discusses the critical business case components to include when focusing on improving inclusion in your workplace culture. You can make an impact by making your workplace culture more inclusive.

The course explores how to write and share inclusion stories to support the transformation by providing sample stories and data points to gain momentum. The course highlights how to tailor the inclusive workplace culture story with leaders, managers, and employees.

Learning Objectives:

- Describe the components of a good business case
 - Explain how to use storytelling to share the business case across your organization
 - Identify the different channels that need to be included in the business case story
 - Write your business case story for why you need an inclusive workplace culture
- **Title: Introducing Allyship to Foster an Inclusive Workplace Culture**
This course explores allyship programs as one approach to improving an inclusive workplace culture. Allyship is an innovative tool HR should implement on the journey to a more inclusive workplace culture. The focus of this course is to provide HR the direction it needs to get started.

Learning Objectives:

- Describe the benefits an allyship program can have on an inclusive workplace culture
- Identify characteristics of a good ally in the workplace
- Define the components of an allyship program
- Write a plan to implement an allyship program at your workplace

- **Title: Measuring Successes of an Inclusive Workplace Culture-Individual**

The Measuring Successes of an Inclusive Workplace Culture course provides definitions and high-level data analysis concepts to measure impact of workplace culture. The course identifies the measures, metrics, and impacts related to an inclusive workplace culture. In this course, you will learn how to use metrics, such as attitude, community involvement, grievances, human experience, and exit interviews, to communicate the successes of your inclusive workplace culture.

Learning Objectives:

- Discuss how inclusion relies on a foundation of diversity
- Evaluate measures associated with an inclusive workplace culture
- Identify measures that an inclusive workplace culture will impact
- Communicate the successes of an inclusive workplace culture to your organization
- Create a plan to establish the unique data points related to your organization's inclusive culture journey