



CADIA DEI Accelerator Program for Automotive Industry Professionals Winter 2022 Cohort Launch Feb.

*This program was founded on our belief that **DEI champions are stronger together.***

To further our commitment to *diversifying the automotive industry*, the Center for Automotive Diversity, Inclusion & Advancement (CADIA) is proud to introduce the 13-week Diversity, Equity & Inclusion (DEI) Certification course for Winter 2022. This program offers a structured opportunity for automotive industry professionals to learn DEI best practices, solve complex organizational challenges, and build a DEI professional network.

Participants

CADIA invites all formal – and informal – DEI practitioners to participate. People leaders, or those about to lead teams, are encouraged to apply. Participants completing the program will receive DEI Certification from CADIA.

Program Objectives

During the 13-week program, participants will be able to:

- Explain the fundamentals of DEI, how to mitigate bias in talent systems and what it means to be an inclusive leader.
- Build and implement a DEI strategic plan.
- Identify best practices to advance DEI in organizations.
- Analyze and assess complex industry and organization DEI challenges.
- Co-create innovative DEI solutions and approaches.
- Build meaningful connections with DEI practitioners and subject matter expert

Program Structure

CADIA DEI Cohorts meet for **90 minutes once a week for 13 consecutive weeks**. Participants will be expected to do some self-directed study and small group work (no more than 3 hours/week) in between sessions. Groups will be organized according to DEI experience and current job function. This is not a passive course; homework and participation is required.

Each Cohort will have no more than 25 participants to ensure the integrity of the experience. Sessions are uniquely designed to fit the needs of participants and are facilitated by experienced DEI professionals.

Attendees may self-nominate or be nominated to participate by their employer. [A short application is required.](#)

Program Benefits



A DEI Community of Practice

- ✓ An instant and dynamic DEI professional network in the automotive industry.
- ✓ Access to online collaboration spaces to continue conversations and share resources between sessions and after the program ends.

Practical DEI Knowledge

- ✓ Structured live sessions to collectively process content through interactive activities, exercises and discussions.
- ✓ Experienced facilitation by DEI professionals to ensure psychological safety and productive dialogue.
- ✓ Exclusive access to all CADIA Academy's video content which includes, but is not limited to the list below.

Professional Development

- ✓ Real-time constructive feedback from peers and experienced DEI professionals.
- ✓ Practical industry thought leadership and advice from seasoned DEI guest speakers.
- ✓ The opportunity to work as a team to solve real DEI organizational challenges, culminating in a final presentation to the CADIA DEI Roundtable series and/or the CEO Coalition for Change.

DEI Foundations	Strategy Development	Retooling Talent Systems	Inclusive Leader Tools
1. The Basics 2. The Business Case 3. Success Factors	4. Getting Started 5. The Essentials 6. Tools	7. Systemic Approach to Talent Acquisition 8. Growth and Development for All 9. Every Leader Has a Role to Play	10. Developing Inclusive Leadership Behaviors 11. Courageous Conversations 12. Shared Learning Communities



Program Timeline

January 20:	Applications due
January 25:	Program acceptance communicated
February 11:	Program kick-off (Orientation) <i>Cohort meetings will run for 13 consecutive weeks Fridays Noon – 1:30 pm with optional “office hours” from 1:30 – 2:00 pm following.</i>
May 13:	Final session

Pilot Program Investment

13 Week Program:
Instruction, Cohort Community, All Materials
CADIA Members: \$3500
CADIA Non Members: \$4000

CADIA offers scholarships to ensure financial access. If cost is a barrier to participate, please apply for a scholarship.

Questions? Email info@automotivediversity.org