

LeadDIVERSITY

Developing LEADERS in Diversity, Equity & Inclusion

2024-2025



Peggy Keating
Neighborhood Family
Practice,
Class of 2024

Raphael Collins
Cleveland Guardians,
Class of 2023

Sandy Youssef
The Albert M. Higley
Company
Class of 2022

Andrea Lyons
United Way of
Greater Cleveland
Class of 2021

Rebecca Scina
Hyland
Class of 2020

Chris Hamilton
Lincoln Electric
Class of 2019

Addisah Sherwood
Benesch, Friedlander,
Coplan & Aronoff LLP
Class of 2018

Rob Devore
Fifth Third Bank
Class of 2017



A Program of The Diversity Center of Northeast Ohio

Developing Leaders in Diversity, Equity, and Inclusion

LeadDIVERSITY is a program in which a select group of professionals engage with community leaders and one another to raise the participants' awareness of diversity, equity, and inclusion issues, build their leadership skills, and enhance their network. Each session is designed to help participants explore the concepts of diversity, equity, inclusion, and leadership and to analyze its personal, workplace, and community impact.

CLASS COMPOSITION

Participants of *LeadDIVERSITY* will be from various corporate, non-profit, governmental, and community organizations. The program is for anyone who has an interest in the impact of diversity, equity and inclusion at work, in their personal lives and/or communities.

PROCESS

The *LeadDIVERSITY* program approaches DEI and leadership issues from a no-fault, interactive foundation with the goal of affecting positive change. Emphasis is placed on personal and professional growth through self-reflection and group participation as well as knowledge and practical skill enrichment. The class will meet in-person to engage with regional leaders in the corporate, non-profit, and civic arenas who hold diversity, equity, and inclusion as high values. Group members also look to one another throughout the year as a source for information, experience, and dialogue.

PROGRAM GOALS

Participants Gain:

- A greater awareness of personal identity, privilege, and systemic oppression.
- An expanded knowledge of local experts, organizations, and resources.
- A tool kit for addressing issues of diversity, inclusion, and equity in personal and professional settings.
- An ability to be an advocate for inclusion and equity.

Organizations Gain:

- Employees with an increased understanding of the connection between inclusion and organizational success.
- Employees with enhanced organizational leadership skills and a vision for the future.
- An organizational diversity, equity, and inclusion assessment and action plan.

APPLICATION AND SELECTIVITY

Each year's class of up to 35 individuals is selected through a competitive application process. The selection committee seeks applicants with proven leadership skills who have exhibited a strong community commitment. For questions, please contact Jessica A. Daigler at jdaigler@diversitycenterneo.org or (216) 752-3000.

Applications must be submitted by Monday, August 5, 2024.

You will be notified of your status in the class by Friday, August 30, 2024.

PARTICIPATION REQUIREMENTS

The *LeadDIVERSITY* program consists of 10 sessions and Graduation. The first session is mandatory. Programming will include in-person sessions, seminars, small group breakouts, personal reflection, conversations with Northeast Ohio's prominent leaders, in-depth facilitated group activities and discussion, and program evaluation.

Full participation is essential to the *LeadDIVERSITY* experience. Recognizing that illness and changes in business schedules can occur, participants may miss no more than 2 sessions. Missing more than two sessions will jeopardize participant's eligibility for graduation.

LeadDIVERSITY ALUMNI ASSOCIATION

LeadDIVERSITY is a program of The Diversity Center and reflects The Diversity Center's emphasis on building Equitable communities where all people feel respected, connected, and valued. Upon completion of the program, graduates are encouraged to become active members of the *LeadDIVERSITY* Alumni Association, which provides ongoing DEI leadership development opportunities and social gatherings benefiting Alumni and current class members.

"Thanks to LeadDIVERSITY, I am turning myself from a DEI supporter to a leader."

-Ping Li, Thompson Hine, Class of 2023

PROGRAM DATES 2024-2025

TUITION & PAYMENT

LAYING THE FOUNDATION ~Mandatory Session~

Community Partner: *Cleveland Metroparks Zoo*

Explore group dynamics, communication, and unconscious bias while getting to know your classmates.
September 25, 2024 (9-4)

IDENTITY— Community Partner: *Saint Ignatius High School*

Using Whole Brain Thinking, look deeper into creating inclusive teams, then examine your identities and their intersections with privilege.

October 17, 2024 (9-5)

SYSTEMS OF OPPRESSION — Community Partner: *Neighborhood Family Practice*

Learn how oppression works at various levels and how that impacts our understanding of ourselves, others, our organizations, and communities.

November 21, 2024 (9-5)

STOP THE HATE — Community Partner: *Maltz Museum of Jewish Heritage*

Discover collections from the Museum, hear from a Holocaust Survivor, and discuss examples of discrimination today.

December 2, 2024 (9-4)

ASSESSMENTS & CHANGE — Community Partner: *Rock & Roll Hall of Fame*

Conduct an organizational assessment based on best practices addressing diversity, equity, and inclusion, then create an action plan for your organization.

January 16, 2025 (9-5)

CREATING INCLUSION — Community Partner: *Hyland*

Learn about creating inclusion at work through an examination of culture, ERGs, and accountability, and delve into discussions on racial equity and justice.

February 13, 2025 (9-5)

ALLIES, ACCOMPLICES, & ACTION — Community Partner: *Flynn Group*

Explore being an ally, accomplice, and co-conspirator for personal and institutional change.

March 12, 2025 (9-5)

EQUITY IN COMMUNITIES — Community Partner: *Cleveland City Council Representatives*

Meet with Cleveland City Council Members and community leaders to learn about serving diverse neighborhoods, and building equity in communities.

April 10, 2025 (9-4)

WALK, ROCK, ROLL AND RUN

Join us at this fun community event supporting The Diversity Center of Northeast Ohio's School & Youth programming!

May 2025: Date TBD (7-11)

ETHICAL LEADERSHIP — Community Partner: *Progressive*

Take time to think about your own ethical principles, then use a framework to explore ethical decision making, and plan for your next steps.

May 21, 2025 (9-4)

GRADUATION— Community Partner: *Eaton*

Gather to celebrate your experience as a class with Diversity Center Staff, Board, and your invited guests.

June 3, 2025 (4:30-7:30)

- Tuition for each participant in the *LeadDIVERSITY* Class of 2025 is \$4,000.
- Applicants may be sponsored by their employers, or with agreement from their employer, may sponsor themselves.
- A limited number of partial scholarships are available based on financial need.

“LeadDIVERSITY helped me to find my own voice and exceeded my expectations. I am very grateful for this experience!”

Judith Padua, Lorain County Children Services, Class of 2021

For more information or to request an additional application, contact Jessica A. Daigler at

The Diversity Center

jdaigler@diversitycenterneo.org

or 216.752.3000

Applications available online

www.diversitycenterneo.org/leaddiversity

The Diversity Center appreciates the generous underwriting of:

**The Gries Family
Foundation**





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“LeadDIVERSITY is a life-changing experience. This program takes DEIB from concept, to practice, to application. I have gained knowledge and skills that will serve me in my work and my daily life for years to come. I’m forever grateful to this program and the opportunity to learn with and get to know my classmates.”

- Erin Thompson, Highland Software, Class of 2024

“LeadDIVERSITY provided a place for me to truly take my understanding of and advocacy for diversity, equity, and inclusion to the next level. Having open and honest small group discussions with professionals from various fields and backgrounds was incredibly valuable and impactful.”

- Wendy Leatherberry, Every Woman Treaty, Class of 2023

“I want to express mt appreciation to Jessica, KJ, Peggy, and the DCNEO team for so thoughtfully crafting the LeadDIVERSITY program to explore the tenets of diversity, equity and inclusion for professionals throughout Northeast Ohio. The program’s content is robust and varied, and the format allows for extensive introspection as well as shared dialogue. There is no doubt that this program will help me forward the DE&I initiatives of my organization and boost my personal commitment to equity and Inclusion.”

- Rachel Stentz-Baugher, Greater Cleveland Sports Commission, Class of 2022



3659 Green Road, Suite 230
Cleveland, OH 44122
p. 216.752.3000 f. 216.752.4974
www.diversitycenterneo.org
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The Diversity Center of Northeast Ohio is a human relations organization dedicated to eliminating bias, bigotry, and racism. Founded in 1927 as The National Conference of Christians and Jews (NCCJ), The Diversity Center has been working in Northeast Ohio for over 90 years to help create communities where everyone is connected, respected, and valued. The Diversity Center is a founding member of The National Federation for Just Communities, a network of more than 20 diversity focused organizations across the country.